

# Mosaic Clubhouse

## Chair of Trustees Recruitment pack



Mosaic

Clubhouse

## About us

**Mosaic Clubhouse is a unique, internationally renowned charity positioned in the heart of the Lambeth and wider south-east London mental health system.**

We support people who are living with a mental health condition in the London Borough of Lambeth. Mosaic's approach is built on the internationally-recognised Clubhouse model, which embeds co-production between staff and members throughout all activities.

The Clubhouse offers its members and visitors a wide range of opportunities, access to education and employment, crisis support, and information and signposting to other local organisations. Mosaic Clubhouse's work is built on the [International Clubhouse](#) model and we are a leading member of this international network.

This means everything we do, we do with members. From being on the board, running meetings and delivering support, to giving talks and tours, and staffing the reception, members work alongside staff and trustees. This ethos extends to our board meetings. We always start by sharing a hot meal together, freshly cooked by members and staff, offering an opportunity for everyone to get to know trustees, and ask questions.

This is an exciting time for the organisation. It is our 30th year anniversary, we completed our International Clubhouse Accreditation review last year, we have just signed our new three-year contract for the provision of services with the Lambeth Living Well Alliance, and are developing a new organisation strategy. This strategy will lay out our ambitions to improve the mental wellbeing of our members; extend our reach to help more people; strengthen our operational and financial sustainability; and continue to promote the proven benefits of the Clubhouse model within the UK and internationally so that more are established.



*Mosaic has helped me so much since I started. Whilst doing worthwhile activities and accumulating skills, I've grown in confidence, become more sociable and developed meaningful friendships. I can now see possibilities for the future.*

*Nicola, Mosaic member*



## About the role and candidate

After a successful five years, our current Chair has decided to step down and we are seeking to appoint her successor.

We are looking for an outstanding individual who is motivated by and committed to our purpose and mission – to change the lives of people affected by poor mental health through a truly community and person-centred approach. Someone ready to lead us through this exciting time in our history and deliver our new strategy and related priorities over the coming years.

### Specifically, we are keen to hear from candidates who:

- Bring evidence of successful, collaborative leadership experience, either as a main-board executive and/or non-executive director, and prior chairing experience, whether in the commercial, public, or not-for-profit sectors.
- Have a real interest and experience in mental health care service design and delivery and a desire to make members lives better. Experience in south or south-east London is preferable but not essential.
- Can demonstrate deep understanding of the role of boards and their responsibilities and operation in the Charity sector.
- Can foster a truly collaborative team environment among Trustees, nurture effective relationships, and can inspire and bring people together.

*Coming to Mosaic gives you an opportunity to get out of the house, even though you're working here, you still meet people and socialise. I think it helps build your confidence and improve your social skills.*

Jamell, a young adult Mosaic member

- Can balance innovation and impact with sound understanding of financial management, effective governance, and controls (ideally in a regulated environment)
- Bring general leadership skills including strategic planning, change management, negotiation and the ability provide skilled, safe challenge, to the board and Executive.
- Have a clear commitment to ensuring equity, diversity, and inclusion in all aspects of our work.
- Will be comfortable acting as an ambassador for Mosaic when required, supporting us to nurture effective relationships externally.
- And most importantly, have an appreciation and understanding of the overriding principle at the heart of the Clubhouse model: involving members in all our work and championing the ethos of co-design, co-production and daily 'side by side' working with members.

## Requirements of the role

Standard 33 of the International Clubhouse Quality Standards requires that “The Clubhouse has an independent board of directors, or if it is affiliated with a sponsoring agency, has a separate advisory board comprised of individuals uniquely positioned to provide financial, legal, legislative, employment development, consumer and community support and advocacy for the Clubhouse”.

### Governance requirements:

- Regularly review board performance and development
- Ensure appropriate standards of behaviour are maintained in accordance with the Code of Conduct approved by the board.
- Periodically review the composition of the board to so that it has an appropriate balance of expertise to deliver its strategy.
- Take decisions delegated to the Chair with the advice of the Chief Executive as appropriate.
- Ensure that sufficient authority is delegated to board committees, the Chief Executive, and others to enable the business of Mosaic to be implemented between meetings of the board and that the board monitors the use of these delegated powers.
- Ensure Mosaic has the systems and controls in place to safeguard our members and comply with our regulatory obligations, Code of Governance and constitution.

*I've been coming to Mosaic for a couple of months. The tasks I like to do in B&A are data entry on Salesforce and working in reception, doing phones or doors. The reason I find attending Mosaic helpful is the work experience - it helps with IT experience, especially with using computers in a working environment, and working in a team.*

David, Mosaic member



### External Representation requirements:

- Promote a positive profile Mosaic, representing the organisation externally when required.
- Use your network to promote the work of Mosaic Clubhouse including supporting our goals for financial sustainability and increased employment opportunities for our members.

### Self-Development requirements:

- Be aware of, and respond to, your own development needs as Chair, and undertake any training or development necessary to support you in carrying out your responsibilities as Chair.
- Attend Clubhouse International training to understand the Clubhouse model. This will involve a week's training at another Clubhouse, most likely in North America.
- Regularly review your own performance and solicit feedback from fellow trustees and the Chief Executive.

*I used to say to say that I'm all alone, now I know that isn't true. I was born in South America and found true friends in London. In Mosaic Clubhouse I have always been welcomed with open arms.*

Jorge, Mosaic member

## About the current board and its meetings

- Currently, 12 Trustees currently comprise the Mosaic board, of which three are recruited from the membership.
- There are currently four board meetings per annum and one strategic away day in person.
- There are currently two sub-committees - Finance and Performance Committee, and Communications and Development Committee. Each meet 4 times a year, usually online.
- All meetings are currently held in the evening with a hybrid approach of online and in person.

## Induction commitment

A further commitment for the successful candidate is that you will be expected to attend a minimum of a one-day induction in the Clubhouse in your first month – six weeks. This will be to experience the work ordered day and participate in Unit work alongside our members and staff colleagues. This should include attendance at our Evening sanctuary crisis support service.

## Further insights or information

For an informal conversation about Mosaic Clubhouse and our work, please contact Chris Thomas, Chief Executive [c.thomas@mosaic-clubhouse.org](mailto:c.thomas@mosaic-clubhouse.org)



*I'm able to enjoy life again and education is a big part of that.  
The course at Mosaic gets me out the house and gives me something to look forward to each week.*

Joe, Mosaic member



## How to apply

To apply, please send us your CV with a brief covering letter, describing why you are interested in the role and how your skills and interests match the requirements.

Interviews will be held in person at Mosaic Clubhouse. The process will include a tour of Mosaic and the interview panel will include Trustees and Mosaic members.

We may need to conduct second interviews and will inform candidates as soon as possible.

The intention is that the formal handover to the new Chair can take place at our AGM on Thursday 14th November 2024.

*I'm now working full time. I'm very grateful to Mosaic Clubhouse for the support received in achieving this goal.*

*Mosaic member*



*I came to Mosaic about a year ago. I had recently decided to defer my degree for a year after stressful experiences working on acute mental health wards during COVID and the subsequent lockdowns. My mental health had deteriorated to the point I had to be sectioned and admitted to a ward myself.*

*I have long standing challenges around my mental health, and have spent years of my adolescence and early 20's in hospital.*

*Whilst in hospital during this most recent admission, I found it embarrassing to be being cared for by colleagues, and felt there was no overlap between acknowledging my long term mental health issues and working in the NHS, on the frontlines.*

*When I was discharged, I was lacking structure and purpose, and found it challenging to engage back into real life. I came across Mosaic Clubhouse by chance. Whilst at first, the structure felt challenging, Mosaic worked with me at my speed and I was able to dip in and out when it suited. I started working in the B&A unit, and enjoyed being able to use my previous admin experience during my time engaging with the unit.*

*Because of this, I was introduced to the Computer Drop In sessions, in which I was able to support other members getting online. I also started supporting members in the Reading Group sessions, helping members to learn to read from often very low levels of literacy. After seeing firsthand the impact lack of access when services moved online during COVID, it felt really important to be able to utilise my professional experience in both admin and tutoring.*

*Whilst I've been able to stay out of hospital, there have still been challenging episodes, but I really appreciate that I can slot in time at Mosaic around these, and that I know I will have positive experiences and interactions with others whenever I come in. I've been supported to re-find my feet and have now been able to return to work, in a job I enjoy, and I feel I am still able to come in and take part in activities when I want, and still feel part of the community.*

Helen, Mosaic member

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