

# Mosaic Clubhouse

## Trustee role recruitment pack



Mosaic

Clubhouse

## About us

**Mosaic Clubhouse is a unique charity positioned at the heart of the mental health and care system in Lambeth.**

People with mental health issues from the Lambeth community form our membership. Our aim is to help members develop confidence and skills to positively manage their mental health and get back to their daily lives through relationships, work or education.

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 meal together, freshly cooked by members and staff.

We have ambitions to extend our reach to help more people, and to promote the success of the Clubhouse model within the UK and internationally. We are looking for Trustees to join us at this exciting time.






## About the role

We currently have two vacancies on our Board and are looking for outstanding individuals who are motivated by and committed to our purpose and approach, and excited by the impact we want to make on a local, national and international scale.

Our highest priority is to increase the diversity of background, experience and thinking of the Board so that we more closely reflect the diversity of our community; bringing fresh new perspectives to our thinking and decision making. You'll be expected to participate in 4 board meetings in person and 4 sub committee meetings online. Commitment is usually in the evenings. Occasional other attendance is also encouraged.

## General responsibilities

- Support the objects and mission of Mosaic Clubhouse, championing them and using your skills, knowledge and connections to further them.
  - Act within the terms of the charitable objectives, comply with the law and regulatory requirements and abide by the policies and procedures of the organisation.
  - To contribute actively to the board of trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets.
  - Accept the responsibilities and accountabilities of the trustee role.
  - Ensure that Mosaic's resources are employed responsibly, efficiently and effectively and that the organisation is well run.
  - Be an active trustee, making your skills, experience and knowledge available to the Mosaic Community.
  - Respect organisational, board and individual confidentiality.
  - Uphold the ethos of equality, diversity, inclusion, and member involvement in all that we do.
  - Act in the best interests of Mosaic as a whole, and not as a representative of any group.
  - Uphold safeguarding policies and raise any concerns or risks in line with policy that endanger or threaten the safety of the anyone in the clubhouse.
  - Participate in any complaints process as needed.
  - Promote and safeguard the standards of Clubhouse International.
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## Relationships / Development

- Take an active interest in members and fully support working alongside members, in line with the Clubhouse model.
- Attend or support community activity outside formal board and committee meetings, as time allows.
- Promote relationships, where possible, with local, national and international partners, employers and funders.
- Participate where possible in colleague training or development opportunities to enhance understanding of mental health, the Clubhouse model and / or good governance.
- Participate in a yearly review of your role and participation in the Clubhouse.

## Other duties

In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the board of trustees reach sound decisions. This may involve:

- Scrutinising board papers
- Leading discussions
- Chairing committees
- Focusing on key issues
- Providing guidance on new initiatives or policy areas
- Develop and support fundraising activity
- Other issues in which the trustee has special expertise

## Meetings / commitment

- Prioritise attendance of all meetings.
  - At a minimum these will be 4 Board meetings per annum, one strategic away day in person.
  - Participation in one of two sub committees - Finance and Performance Committee or Development Committee. Each meet between 4 times a year, usually online.
  - Prepare fully for all meetings – this means reviewing board papers in advance of the meetings and seeking clarity to anything unclear.
  - Actively engage in discussion, debate and voting in meetings – the board is only quorate if five board members are in attendance.
  - Induction – you will be expected to attend a minimum of one days induction in the clubhouse in your first 6 months. This will be to experience the work ordered day and participate in unit work. This could include attendance at the evening sanctuary.
- Meetings are usually held at the clubhouse in the evening.  
For more information about being a Trustee, go to the Charity Commission website.







## About you

Committed to supporting positive mental health and of working alongside people with mental health issues, you'll also be familiar with the specific duties and accountabilities of charity trustees. A willingness to share knowledge, experience and expertise and access to useful contacts is important too.

Specially we are looking for people with:

- Knowledge or experience of one or more of the following – finance; local employment sector, education, fundraising; local commissioning, mental health services; youth work; community development
- Commitment to the organisation and its purpose
- Passionate about improving the lives of people with mental health issues
- Strategic and critical thinking
- Good, independent judgement
- Willingness to devote the necessary time and effort
- Willingness to speak their mind
- Willingness to share knowledge, contacts and skills
- Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- Understanding and commitment to equality, diversity and inclusion
- Understands and believes in the Clubhouse Model

**We are particularly interested in applications from people from black or minority ethnic backgrounds, and /or those with experience of delivering mental health services and / or who are from the local business community. However, do get in touch if you have other interests or have experience you believe are relevant.**



## What next?

If this excites you, please contact the Chris Thomas our CEO [c.thomas@mosaic-clubhouse.org](mailto:c.thomas@mosaic-clubhouse.org) to hear more. If you know us and have already visited, please complete the application form and equality monitoring form found on our website and we will be swiftly in touch to discuss your application.

We look forward to hearing from you.

Lucy Hastings,  
Chair, Mosaic Clubhouse  
March 2022





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