



Festival of Thrift CIC Directors Recruitment: Information Pack



RECRUITMENT TIMELINE

<i>Festival Dates</i>	<i>25 & 26 September 2021</i>
<i>Application Deadline</i>	<i>22 October 2021</i>
<i>Evaluation & Shortlisting</i>	<i>w/c 25 October 2021</i>
<i>Interviews</i>	<i>w/c 1 November 2021</i>
<i>Expected Start Date</i>	<i>December 2021</i>



FESTIVAL OF THRIFT

Introduction

Do you want to be part of the next exciting stage of the journey for Festival of Thrift CIC? We continue to want to host the best possible large scale free gathering each year to celebrate and share sustainable living, as we build our year-round programme and establish ourselves more deeply in Redcar. And we therefore need more diverse voices, more expertise, and more energy to make it all happen!

As we consolidate our organisation and take on staff on a more formal payroll basis, we are looking to expand the small Board of first Directors of our community interest company to more fully reflect the communities in which we work and to help us in our strategic development. This is an important moment of change for us and a great time to welcome new people on board.



We are looking for individuals who are passionate about sustainability and who share our ideas of connecting that to the widest possible community through arts and culture. We hope too that you possess an understanding of the role that cultural events and creative experiences play in contributing towards social, cultural and economic regeneration.

We are keen to encourage a set of applications covering a range of specialist skills but are particularly interested in people with expertise in the following areas:

- International cultural partnerships
- Sustainable energy/ business processes
- Circular and Regenerative economies
- Legal/HR Development
- Fundraising & commercial income generation/bus dev
- Financial management
- Creative/Arts-based Place-making
- Natural world/ ecology



FESTIVAL OF THRIFT

- Equality, diversity & inclusion

And if it's not for you this time, but you know someone who might be interested, please forward this information to them too.



Background

Festival of Thrift CIC is a community interest company which celebrates sustainable living through creative cooperation; building & sustaining resilient communities, working with high quality socially engaged artists & reaching out locally & across the UK to audiences of all backgrounds.

Founded in Darlington in 2012, the festival was initially mounted at award winning Lingfield Point, a business park with a difference, grown out of a former knitting factory and host to various businesses. The festival was co-founded by Gerardine Hemingway MBE, Wayne Hemingway MBE and John Orchard, CEO of Lingfield Point, and was managed via the company. Stella Hall was appointed first festival Director in early 2013 and has led the team since, becoming co Director in 2021 with the appointment of Emma Whitenstall.

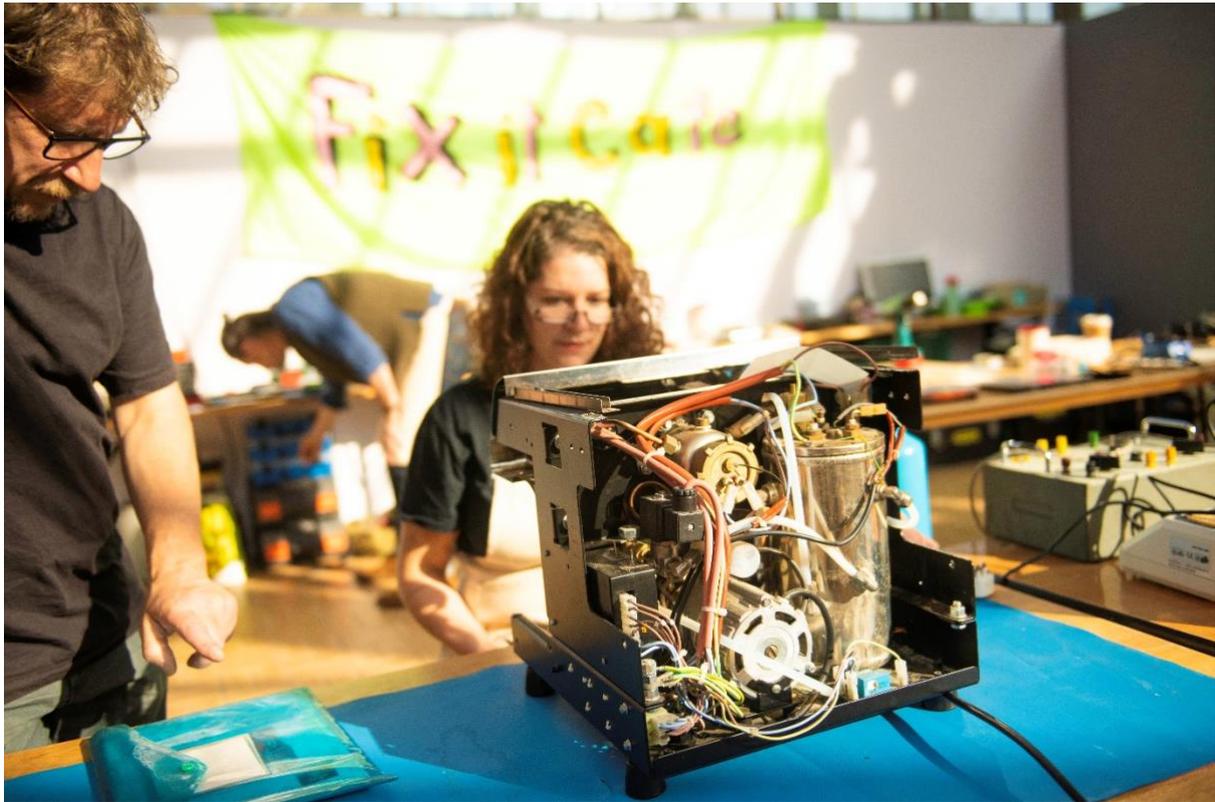
The first festival was a more modest affair and expected to attract 5-10,000 people. Over 25,000 folks flocked in over the weekend and it has grown ever since!

In 2015 we established Festival of Thrift CIC when the site was purchased by Clearbell plc. This coincided with an invitation to Stella from Redcar and Cleveland Borough Council to mount an event in Redcar post their steelworks closures. She proposed the move of Festival of Thrift to Kirkleatham where it has remained ever since.



FESTIVAL OF THRIFT

FOT is now a key national & Tees Valley organisation. We've run 8 large-scale Festivals, including 2020 online, positioning artists as inspirers to action & change on sustainability. We are now building a year-round programme and currently planning for Festival 2021 on September 25 and 26. Our theme for 2021 is Water & in 2022 we will explore Our Common Wealth.



We're recognised nationally (Visit England Gold, 2020 PEA Award) & welcome 35,000 UK wide visitors each year to Redcar, an area of low cultural engagement. We invite high quality touring & commission new work annually. In 2020 Emergency ACE funds supported us to work remotely, creating online & hyperlocal Festivals whilst learning what will work best in future. We received hugely positive feedback on our small community Festival produced with & for the residents of a street in Brotton, East Cleveland with the same care as the large event. Our online Festival doubled attendances and we increased digital capabilities.

Our Aims are:

- Be a voice for sustainable issues, globally and locally
- Build a unique and distinctive, fun and sustainable national event drawing positive attention to Redcar and Tees Valley.
- Highlight the skills and creativity of artists and craftspeople and inspire people of all ages to be creative in their everyday lives.
- Ensure wider economic benefit through partnerships and visitor spend on travel, accommodation, restaurants and related businesses.
- Contribute to community cohesion through participation & volunteering.



FESTIVAL OF THRIFT

- Celebrate the heritage and contribute to the future of Redcar.

In this pack you will find a copy of our most recent Annual Report for more detail of the kind of programme we put together, and a look at our website will give you more insight (www.festivalofthrift.co.uk). Any other key documentation that would be useful to you such as annual accounts, policies & procedures can be made available to you on request.





FESTIVAL OF THRIFT

The Team



The Festival of Thrift CIC has historically employed a mainly freelance team, due to its project funded status. As it grows in confidence and reputation, it has taken the step of employing two members of staff on employment contracts and intends to increase this year on year.

Stella Hall	Creative Director
Emma Whitenstall	Executive Director
Adam Long	Production Manager
Cara Pringle	Marketing Manager
Emma Wheatman	Community Development Manager
Jo Deans	Design
Kate James	Traders & Workshops Manager
Maddie Maughan	Lead Producer
Rachel Laycock	Community Development Manager
Rachel Smith	PR
Sandra Gibb	Finance Manager
Simon Preston	Talks & Food Producer
Tim Garbutt	Production Manager



FESTIVAL OF THRIFT

What we are looking for from you

The Directors must have a commitment to the aims and objectives of Festival of Thrift (as defined below in its articles)

The objects of the Company are to carry on activities which benefit the community and in particular (without limitation) to promote public interest in and to advance the education of the public in Sustainable Living through the promotion of festivals, exhibitions and other ideas.

Directors must also support and adhere to the sustainability, equal opportunities, and other policies of the Company. They must have experience in the management of people and staff and the ability to promote cohesion and trust throughout the company.

As a programmer and producer, Festival of Thrift works with a wide range of local, national, and international artists and partners as well as a broad spread of local community and business partners. Our Board therefore needs to demonstrate an understanding of these contexts and relationships and have the ability to communicate with people from different cultures and backgrounds with tact and diplomacy.



Ideally, Directors should have a good knowledge of the Tees Valley, but this is not essential – and an interest in finding out more from applying Directors with the skills we seek based elsewhere in the UK is enough!



FESTIVAL OF THRIFT

We hope you have contacts and a wider network within a range of sectors and with any other bodies that may be relevant to the work of the Company.

Background information about the role of Trustee

Festival of Thrift is Not for Profit that is, the Company is not established or conducted for private gain: any surplus or assets are used principally for the benefit of the community

To further its objects the Company may do all such lawful things as may further the Company's objects and, in particular, but, without limitation, may borrow or raise and secure the payment of money for any purpose including for the purposes of investment or of raising funds.

The liability of each member is limited to £1, being the amount that each member undertakes to contribute to the assets of the Company in the event of its being wound up while he or she is a member or within one year after he or she ceases to be a member.

The Directorship is a voluntary role which supports the Executive and Creative Directors (and other staff) and keeps a guiding overview of the company's affairs. They:

- Agree and regularly review a range of policies and procedures for the effective governance and management of the Company and ensure that these are adhered to at all times in the day-to-day management and planning of the Company business
- Agree and monitor annual budgets and other financial projections
- Receive and analyse regular financial and management reports and progress information
- Act as an employer and ensure that good employment practice is followed, and employment legislation is met
- Promote the interests of Festival of Thrift
- Provide strategic advice and guidance

The Directors will ensure that FOT is managed effectively and efficiently through consideration of quarterly and annual accounts, progress reports and results of evaluations and reviews.

Directors are required to attend meetings on a regular basis as agreed by the Board and to ensure that notice and apologies are given if they are unable to attend for any reason whatsoever. Directors, who fail to attend three consecutive meetings, without giving apologies, may be asked to resign from the position of Director.

It is essential that all Directors understand the management process and can carry out their role both diligently and efficiently without becoming either a barrier to progress or over-stepping their responsibilities.



FESTIVAL OF THRIFT

The Board of Directors

The current Board of Directors are the original founding members of the Festival.

Stella Hall

Stella Hall, FRSA is a freelance creative producer, with a commitment to connecting people and place through culture. She co-founded the Green Room, Manchester, was Director, Warwick Arts Centre and Festival Director, Belfast Festival at Queen's. As Deputy Director, NGL, she led the Culture10 programme across the North East.

She was Festival Director of Preston Guild 2012 and in 2013 became freelance undertaking a range of projects from programming Salford Quays to becoming a Canny Creative for the British Council. She has directed Festival of Thrift the National Festival since its outset in 2013 and is most proud that In 2020 it won the People, Environment, Achievement Award, for its digital and hyperlocal Festivals under lockdown.

Stella is a board member of Redcar Town Deal, D6:EU (Cyprus) and Rosie Kay Dance.

She is a committed internationalist and has advised and learnt from cultural organisations in Eastern Europe, India, China, Turkey, Kazakhstan and Uzbekistan. Alongside producing and place shaping consultancies she regularly mentors younger professionals.

Wayne Hemingway MBE

Wayne was born in 1961 and grew up in Morecambe, a typical British seaside town. Perhaps not the most appropriate surroundings for one of Britain's most acclaimed designers, but then again, being appropriate was never Wayne's strong suit.

Wayne's earliest memories are of his mum and nan dressing him up as Elvis, a Beatle or Tarzan, then either parading him up and down Morecambe pier* or being held aloft in a wrestling ring by his dad, costume still intact. (For those that don't know, Wayne's dad is Billy Two Rivers, a Red Indian and the World Heavyweight Champion at the time.) These early modelling stints went some way towards influencing a childhood full of style, culture and reinvention – plus a few blue suede shoes.

After spending most of his childhood in Blackburn, a young and multicultural Hemingway left school with ten O-Levels and four A-Levels. In 1979 he made another inappropriate decision for a future designer and gained a degree in Geography and Town Planning at University College, London. Whoops.



FESTIVAL OF THRIFT

But it was his most inappropriate move of all that sealed his fate forever. One bright day in 1981, Wayne nicked his and childhood sweetheart (now wife) Gerardine's rent money to buy practice space for the band he then played in. To recoup the cash, he emptied their wardrobes, which were full of handmade and vintage clobber, and flogged the contents on Camden Market. It went outrageously well, and the realisation that money could be made from fashion suddenly dawned.

Alongside Gerardine, Wayne built Red or Dead into a globally celebrated label and, after 21 consecutive seasons on the catwalk, sold it in a multi-million-pound deal. In 1999, fresh from the sale of Red or Dead, Wayne and Gerardine embarked on a new adventure: HemingwayDesign. And the rest, they say, is history.

Other than his BSc degree in Geography and Town Planning (which, surprisingly, have become very useful!), Wayne spent 6 years as a Design Council Trustee Board and having been with CABE for a decade since its inception (as Chair of Building For Life), has been a Mayors London Leader and currently supports the Mayor of London, Sadiq Khan as a Design Advocate. He is an advisor to House of Commons Select Committees on coastal regeneration, got an MBE in the Queen's Birthday Honours list of 2006, is a Professor in The Built Environment Department of Northumbria University, a Doctor of Design at Wolverhampton, Lancaster and Stafford, and an Honorary Fellow of Blackburn College, the University of Cumbria and Regents University. (Just call him Prof, Doc, Doc, Doc Wayne Hemingway MBE, BSc, MA, Esquire.)

Gerardine Hemingway MBE

Born in 1961 in Padiham, Lancashire, Gerardine immersed herself in the ever-changing fashions of the 70s and made all of her own clothes. In doing so, she paved the way for one of Britain's best-loved fashion brands to take flight.

In 1981 she met her future husband, Wayne, in Burnley's Angels Disco, and they moved to London together a year later. After setting up Red or Dead on Camden and Kensington Market, Gerardine designed, stitched and sold her first collection from a 180 square foot stall. Within a week of opening, she received her first order from Macy's, New York, and a global business was born.

As well as bringing Red or Dead to life, Gerardine raised four children, and it's the Hemingways' home, the highly acclaimed modernist, family-friendly building that she created in 1997, which launched her new career within interiors and building design.

Now, having sold Red or Dead and founded HemingwayDesign, you can see Gerardine's handiwork across our entire architectural and product portfolio, including The Staiths South Bank, a 750-property mass market housing project on Tyneside for



FESTIVAL OF THRIFT

Taylor Wimpey Homes, the much-publicised Workplace, and IOD at 123, the new wing for the Institute of Directors, and many, many more.

In June 2006, Gerardine was awarded a MBE for services to design in the Queen's Birthday Honours list, and has a Doctorate from Plymouth Uni, Lancaster Uni, Stafford and Regents University. Not bad for a lass that left school at 15, eh?

John Orchard

As a Director of the commercial property investment company Marchday PLC, John Orchard became a specialist in large scale regeneration projects in the UK. Most notable is the reinvention of Lingfield Point, Darlington the 1950's Patons & Baldwins wool factory, CNE, Middlesbrough and New Lodge, Windsor.

John is a co-founder of the Festival of Thrift along with Stella Hall and Red or Dead creators Wayne and Gerardine Hemingway. The festival is a free, family focused, community event which attracts around 45,000 people each year and in 2015 won the Observer Ethical Award.

John has spent much of his career assembling and running project professional teams and attracting commercial customers to Marchday's schemes. He has worked extensively with Artists to transform peoples' perception of place through the use of art. Most notable large-scale projects are Ron Haselden's 'Rose' at Marchday's CNE building in Middlesbrough and Christian Barnes & John Kennedy's 'Futurescope' at Lingfield Point. John is a firm believer in the hard, commercial value of art in the reinventing process.

In response to Government funding cuts John chaired Darlington Council's Arts Enquiry Group looking at how 'Art' could be delivered by community groups in the absence of central funding. He has given lectures in Placemaking, Commercial Regeneration and Customer Service.

John is a Director of Albion Incorporated and last year staged Waking the Giant, an event showcasing Lost Craft and Folklore at Fort Burgoyne in Dover.



FESTIVAL OF THRIFT

Additional Information

This is an unpaid post. The initial term will be for three years in accordance with the Articles of Association.

The Board meets at least four times a year, with regular board meetings held quarterly. In addition to this, there can be extra meetings scheduled, and members are also invited to attend occasional events and of course, the annual Festival. One meeting in the Autumn is usually an extended planning awayday.

Reasonable out of pocket expenses will be reimbursed for regular board meetings. FOT will cover travel and accommodation for events which you are invited to attend on its behalf.

Time commitments will therefore vary, and a flexible approach is essential.





FESTIVAL OF THRIFT

How to Apply

If this prospect interests and excites you, please contact Emma Whitenstall, Executive Director to arrange an informal conversation, or send a covering letter and CV via email. Please tell us why you are interested in the position, how your experience relates to the brief and main responsibilities outlined, and what qualities you bring to Festival of Thrift.

Interested parties are also invited to attend this year's festival to truly experience our wonderful festival. On Sunday 26 September we will be offering a guided tour and a complimentary place at our famous Town is the Menu community meal. Please contact Emma to arrange your place.

Emma Whitenstall
Executive Director
emma@festivalofthrift.co.uk
07887 515768

Key Dates

Festival Dates	25 & 26 September 2021
Application Deadline	22 October 2021
Evaluation & Shortlisting	w/c 25 October 2021
Interviews	w/c 1 November 2021
Expected Start Date	December 2021