



Fluid Motion Theatre Company

Trustee Pack

2021

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1. History and Background of Fluid Motion Theatre Company

'Fluid Motion Theatre are quite simply an inspiring and deeply talented team.'
Strong Island Media

[Fluid Motion Theatre Company](#) was founded in 2010 by Ali Gill and Leigh Johnstone, while both drama students at the University of Winchester. In the first few years our focus was on making work solely for young people, that came from our experiences of using theatre to help cope with trauma. For Ali this was coping as a single mother of three following her husband's failed suicide attempt which left him with a life changing brain injury and for Leigh it was his experience of growing up with an alcoholic mother.

The power of theatre as a confidence builder and a tool to develop skills and improve self esteem, became a key focus for our activities in the first four years of our existence. In 2013 we developed *reACTion*, a multi arts street performance project that brought together four different groups of vulnerable young people to create responses to the theme 'celebrating youth'. In 2014 we created a ten week confidence and employability programme that was delivered to 40 unemployed adults across Hampshire. The course used drama techniques to help improve confidence and employability and as a result 78% of participants got back into work or enrolled onto further education or training courses. In 2015 we began a three year project called *Theatricals* in partnership with Basingstoke Mencap, that provided weekly drama workshops for adults with disabilities and additional needs.

'Innovative work like yours provides a great opportunity for new relationships between theatre and health'
James Sanderson, Director of Personalised Care for the NHS

It was 2016 that marked a turning point as we embarked on the creation of our show *Rum in the Gravy Boat* which was about Leigh's experiences of growing up with a parent addicted to alcohol in which he played himself and Ali played his mother. This show paved the way for the exploration of people's lived experiences through our work, particularly focusing on poor mental health. This work evolved, as we developed projects and ran workshops with communities and individuals who were experiencing poor mental health so much so that we now brand ourselves as a 'mental health theatre company'. Fluid Motion is now a renowned arts organisation in England dedicated to improving, supporting and highlighting mental health and our annual [All in the Mind Festival](#) is the leading outdoor mental health arts festival in the UK.

2. Mission, Vision, Aims, Values & Artistic Principles

'You have had a profoundly positive impact on so many people's lives and given them skills and abilities that they would never have accessed, had they not been involved with you.'

Rob Luckins, Artist

Mission

We make theatre about lived experiences of mental health. And we do this anywhere and for everyone.

Vision

Theatre challenges and comforts us in equal measure. It enables us to express unspoken emotions by shaping and holding in front of our eyes something we feel internally. It helps us make sense of the world, and it guides us to a better place.

Fluid Motion does this through a creative engagement and touring programme, built around one overarching theme connected to mental health, culminating in the All in the Mind Festival.

To achieve this, we commission, make and perform theatre. We collaborate creatively with diverse communities, artists, educators and health care professionals and use lived experiences as inspiration.

In doing so we test and facilitate new creative models of mental health support to be shared widely and freely.

Aims

Our aims are to:

- **REACH** diverse groups of people through an inclusive creative engagement programme so as to explore an overarching mental health theme.
- **RESPOND** to the overarching mental health theme by collaborating with a wide-range of people to enable the commissioning of new work.
- **RESOURCE** the overarching mental health theme through free festival tickets, online interactions, downloadable materials, documentaries and case studies.

Values

Our values are:

- To make everyone count.
- Community focussed.
- Excellence in our delivery.
- Partnerships and empowerment.

Artistic Principles

Our artistic principles are:

- Concept: It must be engaging and relevant.
- Presentation: It must be well produced and presented.
- Distinctiveness: It is distinct to anything we have created before.
- Challenge: It is thought-provoking and poses questions.
- Captivation: It is absorbing and can hold the attention of audiences.
- Suitability: It can be performed anywhere including outdoors.
- Relevance: It has something to say about mental health

3. The work of Fluid Motion

We have introduced one overarching theme, per year, for the next three years (2021 - 2023) across all of our activity. This is partly a response to the challenges faced by individuals and communities as a result of the Covid-19 Pandemic. The programme will result in new artist commissions, the creation of plays, schools and community workshop programmes, user-led online resources and content for the All in the Mind Festival.

Our yearly themes are as follows:

Year 1: 2021	Theme: RESILIENCE	Narrative: Recover from adversity
Year 2: 2022	Theme: ADVENTURE	Narrative: Embrace the world
Year 3: 2023	Theme: THRIVING	Narrative: Grow and develop

Our 2021 Programme - Resilience

The Recovery Project

The Recovery Project uses theatre to aid in the recovery of young people's mental health. The four, half day sessions to primary and secondary schools are **Covid-19 safe** and delivered by specialist youth practitioners. Each workshop focuses on a specific topic that supports the rebuilding of friendships and social engagement. It gives young people support with ways to improve their physical and mental wellbeing. It provides positive coping mechanisms that may have been lost during lockdown and that have suffered during the Covid-19 pandemic.

<https://www.fluidmotiontheatre.com/the-recovery-project>

The Gathering Project

The Gathering Project is a creative community programme designed to respond to societal challenges arising from COVID-19. It aims to bring communities back together through theatre to promote community cohesion, resilience, positive health and wellbeing. Participants across Hampshire will take part in a series of four, COVID-19 safe, practical workshops, delivered by experienced community practitioners. The workshops give people an opportunity to build back confidence, develop individual resilience and feel connected to their community again.

<https://www.fluidmotiontheatre.com/the-gathering-project>

Play Commissions

Each year Fluid Motion will commission a professional company of actors to devise two plays that are created in response to the work we have done with schools and in the community. These plays will be directed by our Artistic Director and will be premiered at the All in the Mind Festival that year. Each play will be no longer than one and a half hours and will be devised by the cast, with help from a professional playwright where possible. Each play is created to be toured to professional venues, schools and community venues after its premiere at the festival.

All in the Mind Festival

Our annual All in the Mind Festival takes place in September at Eastrop Park, Basingstoke. Now the leading mental health outdoor arts festival in the UK, the festival is a celebration of creativity and positivity, a place where people can come together to celebrate the power of the arts in improving mental health. Each year we commission at least twenty artists with performances from across a range of genres including theatre, dance, music, spoken word and street arts.

www.aitmfestival.com

4. Company Members, Directors and Trustees

Chair of Board of Trustees - Annabel Cook

Trustee - Lizzie Sparks

Trustee - Ett Suanno

Executive Director - Ali Gill (founder)

Artistic Director - Leigh Johnstone (founder)

Project Coordinator - Natalie Watson

Digital Marketing Officer - Victoria Shead

Volunteer Bookkeeper - Andy Wilson

Company Volunteer - Alice Hatton

5. Structure and Function of Board of Trustees

The Board of Trustees has overall responsibility for ensuring all of our activities are in line with our vision, as well as policy development and the employment and deployment of staff and meets four times a year.

As a Registered Charity (1192793) and Company Limited by Guarantee (07227917), our organisation is extremely careful to ensure that stringent financial controls are in place and adhered to. Overall, the Board of Trustees reviews all financial matters during quarterly Board meetings with the Executive Director who produces a quarterly management report and financial figures for the Board of Trustees meetings. All accounts information is independently examined and our annual report and accounts are sent to the Charity Commission each year. The Executive Director monitors day to day expenditure and is responsible for maintaining our Sage bookkeeping package. The Artistic Director is given budgets for specific projects and expenditure is reviewed with an expenditure print out produced for the Management team on a monthly basis.

6. Role of Trustees

*“To manage the group’s affairs on behalf of the Charity,
Fluid Motion Theatre Company, between general meetings”*

The Board of Trustees acts as the servant of Fluid Motion Theatre Company. Trustees share the responsibility for actions and decisions so each Trustee should ensure that they understand what is involved and the implications of the decisions and actions.

Responsibilities include:

- To act to achieve the aims of the organisation.
- To manage premises effectively.
- To use resources effectively and efficiently.
- To be financially responsible – budget and manage money properly and keep adequate financial records.
- To stay within the law, including charity law, company law (where relevant), laws relating to responsibilities to the public, anti-discrimination law, etc.
- To ensure that volunteers are properly treated.
- To ensure that members, funders, charity commissioners etc are kept adequately informed.
- To monitor and evaluate the performance of the organisation.
- To make recommendations about policy and actions.
- To respond to instructions from general meetings.
- To develop policies and work within them.
- To meet regularly.
- To work together and accept majority decisions.
- To act as employers, appointing and managing staff.

In order to manage well, Board of Trustee members need:

- a shared vision, an agreement about why the organisation exists, long-term

objectives.

- shorter term goals and objectives which are clear and shared.
- clarity about how success will be demonstrated – how will you know when you have achieved the aims?
- understanding of the resources, including money, staff, time, equipment. It is not OK to just accept financial reports, for instance, each member should understand them.
- ability and willingness to plan, organise and coordinate.
- ability and willingness to set targets and standards.
- ability and willingness to monitor and evaluate what is being done and the way it is being done.
- clarity about roles, about what responsibilities and what authority members, officers and staff have.

Financial responsibilities include:

- budgeting and planning.
- keeping proper financial records.
- managing money properly.
- ensuring accounts are independently examined or audited.
- ensuring all necessary insurance is arranged: this may include employer liability, public liability, premises, equipment, vehicles, volunteers, professional indemnity, trustee indemnity.
- making sure that there is enough money to pay outstanding debts including staff salaries.
- making provision for staff redundancies.
- winding up the organisation if that becomes necessary.

Responsibilities for premises includes:

- ensuring that the terms of the lease are kept by all users.
- maintenance.
- public safety.
- safety for staff and volunteers.
- ensuring premises are used within the law.
- ensuring the most effective use is made of the organisation's resources.
- security of the building, of equipment and of records.
- ensuring other users are aware of safety and security requirements.
- health and safety, including toilets and washing facilities, stairs properly railed, first aid provision, food hygiene, fire precautions (means of escape, alarms, fire fighting equipment).
- equal opportunities including provision for disabled people (access, parking, toilets).

Responsibility as employers includes:

- ensuring that employment law is adhered to.
- providing a contract and a clear job description.
- paying salary and expenses on time and in agreed form.
- providing a pay slip.
- making proper deductions from salary including PAYE, NI, pension contributions, trade union subscription.

- providing a place of work which satisfies Health and Safety regulations, and appropriate equipment.
- treating staff fairly and ensuring that there is no discrimination.
- drawing up grievance and disciplinary procedures.
- providing clear line management.
- being clear about respective responsibilities and authority.
- providing clear policies and priorities.
- providing supervision and regular appraisal.
- providing training and development opportunities for staff.
- giving staff appropriate support.

It is important that all Trustees have a defined role and are given a developed written job description. These help to make sure that everyone knows precisely what is expected of them. They also make it easy for people thinking of taking on one of the roles to make an informed decision.

A Trustee has a job to do but must remember that people will join and remain committed only if they are well treated and enjoy the work. People should feel valued, useful and part of a team.

APPENDIX 1: TRUSTEE'S CODE OF PRACTICE

This Code of Practice has been developed to support Trustees in their role within Fluid Motion and to assist in its continual development and ensure good governance of the organisation. This code of practice has been derived from national good practice for the voluntary sector.

The key principles of good governance

Board Leadership

The role of the Board - Trustees have and must accept ultimate responsibility for directing the affairs of their organisation, ensuring it is solvent, well-run, and delivering the outcomes for which it has been set up.

Strategic Role of The Board - Trustees should focus on the strategic direction of their organisation, and avoid becoming involved in day to day operational decisions and matters.

The Board in control

Compliance - The Board must ensure that the organisation complies with its own governing document, relevant laws, and the requirements of any regulatory bodies.

Internal controls - The Board should maintain and regularly review the organisation's system of internal controls, performance reporting, policies and procedures.

Managing risk - The Board must act prudently to protect the assets and property of the organisation, and ensure that they are used to deliver the organisation's objectives. The Board must regularly review the risks to which the organisation is subject, and take action to mitigate risks identified.

Equality and diversity - The Board should ensure that it upholds and applies the principles of equality and diversity, and that the organisation is fair and open to all sections of the community in all of its activities.

The high performance Board

Trustee duties and responsibilities - Trustees should understand their duties and responsibilities and should have a statement defining them.

The effective Board - The Board should organise its work to ensure that it makes the most effective use of the time, skills and knowledge of trustees.

Information and advice - Trustees should ensure that they receive the advice and information they need in order to make good decisions.

Skills and experience - The trustees should have the diverse range of skills, experience and knowledge needed to run the organisation effectively.

Development and support - Trustees should ensure that they receive the necessary induction, training and ongoing support needed to discharge their duties.

The Artistic and Executive Directors - The Board should make proper arrangements for the supervision, support, appraisal and remuneration of its Artistic and Executive Directors.

Board review and renewal

Performance appraisal - The Board should regularly review and assess its own performance, that of individual trustees, and of sub-committees, standing groups and other bodies.

Renewal and recruitment - The Board should have a strategy for its own renewal. Recruitment of new trustees should be open, and focused on creating a diverse and effective Board.

Review - The Board should periodically carry out strategic reviews of all aspects of the organisation's work, and use the results to inform positive change and innovation.

Board delegation

Clarity of roles - The Board should define the roles and responsibilities of the chair and other honorary officers, in writing.

Effective delegation - The Board should ensure that staff, volunteers and agents have sufficient delegated authority to discharge their duties. All delegated authorities must have clear limits relating to budgetary and other matters.

Terms of reference - The Board should set clear terms of reference for any sub-committees, standing groups, advisory panels, etc.

Monitoring - All delegated authorities must be subject to regular monitoring by the Board.

Board and trustee integrity

No personal benefit - Trustees must not benefit from their position beyond what is allowed by the law and is in the interests of the organisation.

Conflicts of interest - Trustees should identify and promptly declare any actual or potential conflicts of interest affecting them.

Probity - There should be clear guidelines for receipt of gifts or hospitality by trustees.

The open Board

Communication and consultation - Each organisation should identify those with a legitimate interest in its work (stakeholders), and ensure that there is a strategy for regular and effective communication with them about the organisation's achievements and work.

Openness and accountability - The Board should be open and accountable to stakeholders about its own work, and the governance of the organisation.

Stakeholder involvement - The Board should encourage and enable the engagement of key stakeholders, such as users and beneficiaries, in the organisation's planning and decision-making.

Expectations of Trustees

Trustee's attendance at Board meetings

It is expected that Trustees will attend a minimum of three Board meetings a year. This will be recorded by the Executive Director and reported to the Chairperson of the Board on a yearly basis. If a member without good cause, fails to attend three Board meetings, the Chairperson will be responsible for discussing this matter with the relevant Trustee to identify a suitable conclusion to the issue. If Trustees are unable to attend three consecutive meetings they should inform the Chairperson (preferably in advance of the period).

Leave of Absence

There may be occasions where Trustees need to consider taking a prolonged leave of absence, due to personal reasons. A Trustee should request this leave of absence from the Chairperson identifying the likely length of time they are to be absent from their role as

Trustee. If the Chairperson does not agree to this leave of absence, the Trustee can, if so desires, request this be considered by the whole of the Board.

Training and Development

Trustees should feel confident in their role. It will be the role of the Chairperson to support trustees to develop, by providing a variety of training and support opportunities. It is the role of the Trustee, to identify whether there is any additional support or training they desire. Fluid Motion will then endeavour to identify appropriate opportunities to meet these needs.

Support for Trustees

Any reasonable costs that allow trustees to carry out their duties can be classed as legitimate expenses. So long as the charity only pays the trustee for the actual cost or expense, the payment is not taxable. The following are examples of expenses:

- the reasonable cost of travelling to and from trustee meetings, and on trustee business and events; this can include the cost of using public transport, taxi fares, and petrol allowances to the level permitted by HM Revenue & Customs (HMRC) before tax becomes payable.
- reasonable refunds for the cost of meals taken while on charity business.
- the reasonable cost of childcare, or care of other dependants (for example, an elderly parent) whilst attending trustee meetings.
- the cost of postage and telephone calls on charity business.
- the costs of a trustee's telephone rental and broadband subscription, so long as these are split to reflect the percentage of time relating to usage on behalf of the charity.
- communication support: translating documents into Braille for a blind trustee, or into different languages; provision of alerting and listening devices, and other special aids for people with hearing impairment.
- the costs of buying training materials and publications relevant to trusteeship.
- providing special transport, equipment or facilities for a trustee with a disability.
- cost of reasonable overnight accommodation and subsistence (including any essential care costs) while attending trustee meetings or other essential events such as voluntary sector conferences or specialist training courses.

Fluid Motion shall maintain a record of all payments made under this scheme, which shall specify in relation to each payment the name of the recipient and the amount and nature of the payment. All Trustees claims for expenses must be submitted within three months of the undertaking. A claim submitted outside this period and/or a claim, which is retrospective to the last financial year, will be paid only after the express approval of the Chairperson.

APPENDIX 2: GENERAL TRUSTEE ROLE DESCRIPTION



GENERAL TRUSTEE ROLE DESCRIPTION ROLE PURPOSE

To use their knowledge and/or individual area of expertise to further the work of the charity, helping to deliver it's vision and mission. To ensure the charity keeps within its charitable objectives and fulfils all its legal obligations.

Main duties and tasks

1. To offer insight and individual expertise to help the vision and mission of the charity.
2. To take part in formulating and regularly reviewing the strategic aims of the charity.
3. With other trustees, ensure that the policy and practices of the charity are in keeping with its aims.
4. With other trustees, ensure that the charity functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice.
5. To contribute specific skills, interests and contacts and support the charity in fundraising activities.
6. Be an active member of the trustee body in exercising its responsibilities and functions.
7. Take part in training sessions provided for the benefit of the trustees.
8. Attend regular trustee meetings and to work professionally and effectively as a member of a team.
9. Attend as many projects, performances and events by the charity as possible.

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.
- Offering support and guidance on charity issues in which the trustee has special expertise.
- Ability to think creatively.
- Willingness to speak their mind.
- Follow Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
- Willingness to be available to staff for advice and enquiries on an ad hoc basis.

APPENDIX 3: CHAIR OF TRUSTEES ROLE DESCRIPTION



CHAIR OF TRUSTEES ROLE DESCRIPTION ROLE PURPOSE

Provide overall leadership to the charity, in close co-operation with the Artistic and Executive Directors, in a manner which maximises the contribution of trustees and staff alike and ensures that all involved remain focused on achieving the charity's mission. Understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship.

General duties and tasks

1. To offer insight and individual expertise to help the vision and mission of the charity.
2. To take part in formulating and regularly reviewing the strategic aims of the charity.
3. With other trustees, ensure that the policy and practices of the charity are in keeping with its aims.
4. With other trustees, ensure that the charity functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice.
5. To contribute specific skills, interests and contacts and support the charity in fundraising activities.
6. Be an active member of the trustee body in exercising its responsibilities and functions.
7. Take part in training sessions provided for the benefit of the trustees.
8. Attend regular trustee meetings and to work professionally and effectively as a member of a team.
9. Attend as many projects, performances and events by the charity as possible.

Role specific duties

Ensure that the Charity's board functions effectively by:

- Attending and Chairing the quarterly Board of Trustees committee Meetings.
- Identifying the skills and experience required by the board.
- Seeking new trustees from diverse sources.
- Meeting with the Artistic and Executive Directors once a month to keep abreast of what is going on.
- Establishing clear procedures for the re-electing and retirement of trustees.
- Developing a succession plan.
- Establishing an appropriate sub-committee structure.
- Chairing meetings efficiently through the use of carefully structured agendas and briefing papers and encouraging participation from all trustees.
- Delivering a report at the A.G.M.

Ensure that trustees understand their responsibilities by:

- Developing and using trustee job descriptions.
- Arranging comprehensive trustee induction and training programmes.

- Ensuring the trustees review both the performance of the board as a whole and their own individual contributions annually.
- Establishing a governance and a management model for the charity.

Ensure that the charity plans strategically by:-

- Working closely with the Artistic and Executive Directors to ensure there is clarity about the charity's mission at all levels in the organisation.
- Ensuring the management effort is effectively directed within a framework of clearly stated corporate strategies and key tasks.

Ensure that the boundaries of management authority are clearly defined, in particular by:-

- Performing a role analysis exercise with the Artistic and Executive Directors to ensure that both parties understand each other's roles.
- Ensuring a financial policy framework is established within which management can be given freedom to manage the charity's operations.
- Ensuring that a performance evaluation process of staff is in progress.
- Ensuring that the Artistic and Executive Directors are clear about the key performance indicators that the trustees wish to use to monitor the management's performance and by which they will hold the Artistic and Executive Directors accountable.
- Analysing the particular risk factors inherent in the charity's activities and establishing whether exceptional arrangements for trustee involvement should be instituted in some areas which override the normal trustee governance perspective.
- Ensuring that the trustees have issued clear guidelines on areas where varying judgements could be applied. For instance, with regards to investment policy, the treatment of earmarked funds held in trust for beneficiaries, equal opportunities practice in staff recruitment, etc.

APPENDIX 4: TREASURER ROLE DESCRIPTION



TREASURER ROLE DESCRIPTION

Role purpose:

To maintain an overview of the charity's affairs in close partnership with the Executive Director. To ensure the Charity's financial viability and that proper financial records and procedures are maintained. In small charities without limited paid staff the treasurer may take a greater role in the day-to-day finances of the charity.

General duties and tasks

1. To offer insight and individual expertise to help the vision and mission of the charity.
2. To take part in formulating and regularly reviewing the strategic aims of the charity.
3. With other trustees, ensure that the policy and practices of the charity are in keeping with its aims.
4. With other trustees, ensure that the charity functions within the legal and financial requirements of a charitable organisation and strives to achieve best practice.
5. To contribute specific skills, interests and contacts and support the charity in fundraising activities.
6. Be an active member of the trustee body in exercising its responsibilities and functions.
7. Take part in training sessions provided for the benefit of the trustees.
8. Attend regular trustee meetings and to work professionally and effectively as a member of a team.
9. Attend as many projects, performances and events by the charity as possible.

Role specific duties

- Oversee, approve and present budgets, accounts, financial reports and statements to the Board.
To assure that the financial resources of the Charity meet its present and future needs.
- To ensure the charity applies its resources exclusively in pursuance of its objects (the charity must not spend money on activities which are not included in its own objects, no matter how worthwhile or charitable those activities are).
- To ensure the effective and efficient administration of the charity.
- To ensure the financial stability of the charity.
- To protect and manage the property of the charity and to ensure the proper investment of the charity's funds.
- To appoint the Executive Director and monitor their performance.
- Ensure the charity has an appropriate reserves policy.
- Ensure appropriate accounting procedures and controls are in place.
- Liaise with any paid staff and volunteers about financial matters.
- Advise on the financial implications of the charity's strategic plans.
- Ensure there is no conflict between any investment held and the aims and objects of the charity.

- Ensure equipment and assets are adequately maintained and insured.
- Ensure the accounts are prepared and disclosed in the form required by funders and the relevant statutory bodies, e.g. The Charities Commission and Companies House.
- If external scrutiny of accounts is required, ensure that the accounts are scrutinised in the manner required (independent examination or audit) and any recommendations are implemented.
- Keep the board informed about its financial duties and responsibilities.
- Contribute to the fundraising strategy of the organisation.
- Make a formal presentation of the accounts at the AGM and draw attention to important points in a coherent and easily understandable way.
- Sit in on appraisal, recruitment and disciplinary panels as required.

APPENDIX 5: TRUSTEE'S INDUCTION CHECKLIST

Action	Date completed
Complete form 288a for Companies House	
Read through the Trustee Induction pack	
Discuss training provision and support with the Chair	
Discuss our funding strategy with the Executive Director	
Discuss our Artistic Vision with the Artistic Director	
Discuss joint working with the Artistic and Executive Director	
Attend four Board of Trustee meetings	
Read the policies of the Charity	
Read through Annual Report	
Read the Memorandum and Articles of Association	
Read the Annual Accounts	
Read Charity Trustees Booklet CC3 on being a Charity Trustee	
Read the CC60 Hallmarks of a Well Run Charity	
Read the Risk Register	
Read last three issues of Fluid Motion's newsletter	
Watch last three Fluid Conversations	
Visit one of the Charity's projects	
Attend the All in the Mind Festival	
Attend a staff meeting	
Meet and talk to a volunteer	
Visit premises (if applicable)	
Attend an A.G.M.	

This process could take up to twelve months. Please discuss your progress with the Chairperson.

APPENDIX 6: STAFFING CHART

Board of Trustees



Executive Director
(Ali Gil)



Artistic Director
(Leigh Johnstone)



Volunteer Bookkeeper
(Andy Wilson)



Project Coordinator
(Natalie Watson)



Digital Marketing Officer
(Victoria Stead)



Company Volunteer
(Alice Hatton)



Social Media Volunteer All in Mind Festival
(Alice Hatton)