



PsychosynthesisTrust

The Psychosynthesis Trust
Trustee Recruitment Pack 2018

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About us

The Psychosynthesis and Education Trust (The Psychosynthesis Trust) has a social purpose reflected in our status as a charitable educational trust. Our purpose stems from a belief that personal development and self-enquiry supports collective evolution for a kinder, more compassionate and connected world. We are committed to bringing benefit to the individual and collective through teaching Psychosynthesis and supporting ongoing enquiry into psychospiritual development. We value wholeness, enquiry, love, will and responsibility and these values shape our culture and what we do.

The Trust operates its training programmes, counselling services, public events and room rental business from its building at 92-94 Tooley Street. The Trust has an annual income of close to £1 million which primarily comes from a combination of student fees and room rentals.

The Psychosynthesis Trust is at an exciting phase of its evolution. We intend to scale our work in order to help to catalyse an accelerated shift for human consciousness. And as part of this we are looking to recruit new Board members to help us grow our important work.

More information about The Trust can be found on our [website](#).

The Opportunity

The Psychosynthesis Trust Board is currently comprised of 7 members and is convened by interim co-chairs. The Board is evolving its structure to become more agile, decentralised and project focused. We are looking for new Trustees to join us in developing the Board's potential. We are open to receiving applications from people who are seeking to develop their leadership on a Board as well as those more seasoned individuals who have previous experience as a Trustee.

We are seeking people with a variety of skills, experience and perspectives including:

- Organisational development and scaling
- People and culture development
- Psycho-spiritual teaching and education and/or experience of psychosynthesis
- Marketing and communications
- Finance and commercial skills
- People who are visionary, relational, focused on impact and who are excited about the Trust's work

All roles are voluntary (with travel expenses reimbursed) and are for an initial three year term following a trial period.

Expected time commitment evolves around quarterly Board meetings and input into regular sub-committee groups which we estimate to be about 10 days a year.

Our Trustees carry out their duties in accordance with our Board Charter, which is provided in Appendix 3.

Diversity

We recognise that people from certain backgrounds are under-represented in our Board and we want to change this. We are particularly keen to receive applications from Black, Asian and minority ethnic people, people with disabilities, people who identify with being LGBTQIA, people who have a mental health condition and people who identify with being marginalised (or have in the past).

How to Apply

Please send a CV and a cover letter to recruitment@ptrust.org.uk In your covering letter please explain why you are interested in this opportunity and what you feel you can bring to the Trust. This is an open application process and will appoint new Trustees as and when they are identified.

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Role Profile: Trustee

Time commitment: Quarterly meetings plus regular input into sub-committee group (s) which we estimate to be about 10 days a year

Our Trustees support the principles Good Governance Code as well as the Essential Trustee. These codes of conduct are important guide for our behaviours and decision making.

Roles and Responsibilities

The main responsibilities of trustees as set out in the Trust's Board Charter are to:

- Set and the maintain vision, purpose and values of the Trust
- Develop strategic direction
- Establish and monitor policies
- Ensure compliance with governing document
- Ensure accountability
- Ensure compliance with the law
- Maintain proper fiscal oversight
- Select, manage and support The Executive Director
- Respect the role of staff
- Maintain effective board performance
- Promote the organisation

In order to support these responsibilities, Trustees will be expected to:

- Attend quarterly Board meetings, usually 4- 5 hours at 92-94 Tooley Street
- Participate in Board sub-committees and working groups on a regular basis as appropriate
- Support the Executive Director and staff team on an ad hoc basis between meetings in their area of practice
- Promote The Trust as appropriate in their professional networks
- Attend key Trust events and where needed support staff in attending key meetings e.g. fundraising

Person Specification

Essential

- Committed to the Trust's vision, purpose and culture and its way of working and able to communicate this enthusiasm to others
- Able to work well as part of a team of trustees and seeks to collaborate with others to make the most of individuals and the 'whole organisation'
- Experience of high level of strategy development and high level of strategic awareness
- An understanding of and experience in fields relating to 'human development'
- A good communicator with excellent leadership and interpersonal skills, able to both empower and challenge supportively
- A good understanding and acceptance of legal duties and liability and responsibilities of Trustees and clear on the difference between governance functions and management functions
- Well networked and willing to engage with contacts and fulfil an ambassadorial role for the benefit of the Psychosynthesis Trust
- Dedicated to one's own personal and spiritual development process

Desirable

We are particularly interested in appointing trustees with capabilities in one or more of the following areas:

- Experience in developing, growing and scaling values based organisations
- Experience of raising the profile and reach of organisations
- Experience in developing and furthering educational knowledge and knowhow
- Expertise in the legal and regulatory requirements applying to charities

We are keen to improve the diversity of the Board and particularly encourage applicants who

- Identify as black, Asian or minority ethnic
- Come from marginalised backgrounds
- Have had a lived experience of personal and spiritual transformation

Appendix One – Core Team

Jen Morgan – Executive Director

Jen's background has been as a social entrepreneur and leader of change having had roles in the commercial and third sector. She brings knowledge and knowhow around social innovation, strategies for change and collaborative processes. She is fascinated by relationships, learning and human evolution. Jen joined the Trust in 2016 as Executive Director and her role is to help the Trust grow its work in the world.

Matt Shephard – Director of Programmes

Matt's background has been as a leader, manager and company director running organisations in the third sector. He did his psychosynthesis training at the Trust and since then has also trained in organisational and family systemic constellations work. Matt joined the Trust as Programme Director in 2013 and is vice chair of the European Federation of Psychosynthesis Psychotherapists.

Anna Jagric – Director of Finance and Operations

Anna has worked across sectors including charity, for profit and social enterprise. She trained as a bookkeeper and went on to a blend of operational and financial roles in small organisations. She then became a PRINCE2 accredited project manager and worked on projects to help scale and grow SMEs. She is process orientated and believes in cultivating a strong sense of community in all organisations. She joined the Trust in September 2017.

Appendix Two -Current Trustees

Ian Baker

Ian has 12 years experience in charity and social enterprise development and training, including senior management team roles, as well as guiding hundreds of other social sector leaders to develop their organisations. Ian combines this work with his own private practice as a psychosynthesis psychotherapist, which he has developed over the last 8 years.

Ian says, "As a trustee, my experience here is a sense of possibility in helping direct an organisation with a rich wealth of experience, knowledge and skills, to a future where many more people can benefit from its approach. The qualities that I have experienced so far are potential, challenge and nurture; all essential qualities to support being yourself."

Helen Chambers

With over 30 years of business experience and after setting up her own consultancy and training business in 2004, Helen committed to undertake at least one voluntary trustee position at any time, and The Trust is the one she is now committed to.

Helen spends most of her time in a corporate environment, and finds the balance that working with the Trust brings is extremely beneficial, allowing a focus on soul and spirit as well as organisational effectiveness and governance to ensure that the Trust continues to develop and grow to support its people and its future.

Helen says: "The Trust has very strong people and value orientation of course. I am I think the only Trustee who is not qualified in Psychosynthesis (although I do hold qualifications in other relevant areas), and I see this as a positive. Part of our role as Trustees is to be objective, looking at areas such as finance, risk, compliance and the strategy for a secure future for the Trust, and I am able, I hope, to bring that objectivity from both experience and my 'lay' position.. I find my time spent with the Trust liberating, challenging and exciting."

Chris Nichols

Chris has written and spoken widely, and became Professor of Practice in Systems Transformation at Ashridge, where he based his work until 2016. He's worked in more than 50 countries and almost every kind of organisation. "It's been a fascination and a privilege to work alongside people who are genuinely striving to become more fully themselves, to create better organisations that meet the massive challenges we face today" he says.

Chris was a co-director of the Ashridge MSc in Sustainability and Responsibility. It was this work that enabled Chris to fully develop his practice on 'artful organisations', bringing a wide range of expressive arts into the heart of organisational life. "It has become more and more clear that the logical, dry and disembodied language of business is just too small for the job" he says, "we need the insights and inspirations that richer and more diverse ways of seeing and being can bring. We need our leaders and our organisations to be more fully and fiercely alive."

Chris is co-founder of the social enterprise and collaborative hub www.gameshift.co.uk – a collaboration of artists, musicians, poets, storytellers, movement artists and much more who bring their work together in service of leaders and teams working for organisational and social transformation.

Michal Shaw

Michael Shaw's fields are ecological engineering, renewable energy and design for sustainability. He is an engineer by training and currently works with Heriot Watt University in Edinburgh, the Findhorn Community in Moray and Auroville in India on industrial R & D projects. He trained in aspects of Psychosynthesis in the '70s and served on the Board for four years from 2005. In social Psychosynthesis he has been Chair of Teens and Toddlers for two periods within the last ten years. Michael is a long-term student of non-dualism.

Penny Terndrup – Chair

Penny trained at the Trust coming back to the fold years later as a trustee. She was originally practising as a solicitor, but for the last 20 years, as a search professional, especially in the legal sector.

Having lost contact with the Trust for a long time, coincidences collided, and once again, on joining the board, she felt like she'd come home. The Trust is a centre for change, creation and growth - a unifying centre itself. It has so much potential to affect lives positively and Penny is proud to be part of that, having experienced it at first hand.

Having been through a dynamic process itself, the future for the Trust is now truly energising, and Penny hopes that her commercial experience and background can help ground that future in reality. Penny has a young family, two cats and a dog, and lives in South West London.

Diana Whitmore

Diana is the founder of our related charity Teens and Toddlers UK, a charity founded in 2001 to address the social exclusion of young people and, in doing so, reduce the number of young people not in employment, education or training (NEET), as well as reducing teen pregnancies.

As well as being founder of Teens and Toddlers and Growing Together, Diana has been Co-chair of the Psychosynthesis Trust, having practised psychosynthesis for 35 years. She is an accredited member of the United Kingdom Council for Psychotherapists and a British Association of Counselling and therapy Accredited Supervisor. She is also the author of two books, *Psychosynthesis Counselling in Action* and *Psychosynthesis in Education: A Guide to the Joy of Learning*. Diana is also a member of the trustee board of the Findhorn Foundation.

Diana says: "As a student of Roberto Assagioli in the period just preceding his death, I was moved by his mission to put the soul back into psychology, which led to my taking over the Psychosynthesis & Education Trust. The Trust was revitalised in honour of Assagioli's vision that for we human beings to truly flourish and experience fulfilment from life, psychology needed to include the soul – the place in each of us where we find meaning and purpose and a deeper sense of well-being. I have been delighted to see the Trust flourish and grow to be a respected professional training programme."

Appendix Three: Board Charter

The Board Charter has been developed through drawing on our own experience as well as using the 'Charity Governance Code' and 'Essential Trustee' as guiding principles. We not only sign up to these codes of conduct but we actively seek to role model the behaviours and develop them as part of our culture. This is very important to us as self-awareness and how we relate is core to our work.

1. Set and maintain purpose, values and vision

The Board is responsible for establishing the essential purpose of The Psychosynthesis Trust. They are also responsible for guarding 'the flame' of the organisation and this includes its vision and values as well as being an embodiment of the consciousness of the organisation.

2. Develop Strategy

Together, the board and the Executive Director, in collaboration with the Leadership Team, develop long term strategy for the Psychosynthesis Trust. Meeting agendas reflect the key points of the strategy to guide the organisation over time.

3. Co-establish and monitor policies

The Trustee Board co-creates the policies to govern the organisational activity. These cover:

- Guidance for staff
- Systems for reporting and monitoring
- An ethical framework for everyone connected with the organisation
- Conduct of Trustees and Board business

4. Ensure compliance with governing document

The governing document is the Memorandum and Articles of Association for the organisation and the Board makes sure it is followed. In particular, the organisational activities must comply with the charitable objectives.

5. Ensure Accountability

The Board should ensure that the organisation is accountable as required by law to bodies such as:

- The Charity Commission
- Her Majesty's Revenue and Customs (HMRC)
- Companies House

The board also needs to make certain that the organisation is accountable to its beneficiaries, staff, and the general public. This means publishing annual reports and accounts and communicating effectively.

6. Ensure compliance with the law

The Board is responsible for making sure that all the organisation's activities are legal.

7. Maintain proper fiscal oversight

The Board is responsible for effectively managing the organisations resources so it can meet its charitable objects and:

- Monitors spending
- Approves the annual financial statements and budget
- Controls investments
- Provides insurance to protect the organisation from liability
- Seeks to minimise risk
- Participates in fundraising
- Ensures legal compliance

8. Select, manage and support the Executive Director

The Board creates policy covering the employment of the Executive Director. It selects and supports the Executive Director and reviews their performance.

9. Respects the role of staff

The Board recognises and respects the domain of the staff responsibility. At the same time, it creates policies and controls to maintain oversight and to ensure wellbeing of the organisation.

10. Maintains effective Board Performance

The Board monitors its own performance. It takes steps to establish:

- Productive meetings
- High standards of Trustee conduct and role modelling of values
- Effective committees and adequate resources
- Development activities
- Recruitment and induction processes
- Regular performance reviews
- Diversity of thought and representation

11. Promote the Organisation

Through its own behaviour, governance oversight and activities on behalf of the organisation the Board enhances and protects the reputation of the organisation. Board members are good ambassadors of the organisation.