

## DMA CHAIR

Deal Music & Arts (DMA) aims to bring the best in arts and culture to Deal and the wider Dover District of East Kent. Our purpose is to create opportunities for local people and visitors to engage with the highest quality of music and the arts as audiences, learners and performers.

Founded in 1982, DMA has evolved from a summer festival to a year-round organisation that now delivers both the annual festival and a range of learning & participation programmes. Through our Learning and Participation projects we enable local people, including those from disadvantaged communities, to participate in music and the arts. The annual festival hosts performances by artists of international stature, bringing high quality music and arts experiences to East Kent for the enjoyment of residents and visitors.

Some verbatim comments from last year's Evaluation Survey:

*A superb festival in our town! The addition of literary events is great.*

*Brilliantly organized and excellent choice of concerts. A real joy.*

*Having such amazing and fun performances in walking distance of my home.*

*Fantastic concerts in a lovely church which provides a uniquely intimate setting to hear performers which otherwise might only be accessible in much bigger London venues.*

*The celebratory and inclusive atmosphere*

*The new and different events that had not been available before. Having art be accessible in a small town like ours and not having to travel to go to shows or performances*

*Great role models to my boys aged 7 and 6 to learn to play music.*

*It had something for everyone, music is life.*

Deal Music and Arts is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment

## The Role

Against the background of an ambitious new five year plan which will see an expansion of the role and output of Deal Music & Arts both through its annual Festival and its burgeoning work in schools, the Board of Trustees is seeking a committed and dynamic individual to join as Chair.

The role of the Chair of Trustees is to:

- Bring strategic vision and leadership to the Board of Trustees and work closely with the Executive and Artistic Director to achieve the ambition of the five year plan, and ensuring that the Board pursues a strategy that is robust and sensible  
Chair board meetings collegiately and effectively, encouraging members to make a full contribution fulfilling all aspects of their roles and responsibilities, including in committees and other working groups set up from time to time
- Develop an effective working relationship with the Chief Executive, the Artistic Director and the Learning and Participation Director, acting as a critical friend, providing advice and support as well as challenge, where appropriate

- Ensure the Board maintains high standards of governance and probity and that the organisation acts in accordance with charity regulation and relevant law
- Ensure that the Board works within the inevitable economic constraints of a small Charity including effective risk management
- Act as an effective ambassador for DMA, particularly in relation to reputation, networking and fund raising
- Ensure that the Board protects the charitable objectives and retains effective oversight of the activities of DMA

## **Person Specification**

The ideal person will be committed to music and the arts and to the role of music in education. The Trustees will look to appoint an individual with all or most of the following characteristics

- a commitment to the aims and ambitions of DMA, both its annual festival and its year round educational work
- a commitment to enhancing the lives of the residents of East Kent and preferably to be resident in the area
- a strong belief in the power of music and the arts to enhance and transform lives and communities
- a track record of non-executive experience in the charitable sector, with experience in music and the arts an added advantage
- sound financial and business acumen
- an engaging and energising approach to individuals and to organisational challenges
- good networking skills and a good understanding of the importance of fund raising
- a demonstrable commitment to equality, diversity, inclusion and widening access
- the necessary time and energy to devote to the role
- a co-operative and collaborative approach to leadership and team working

**Please send covering letter and CV to Penny Dorritt (Vice-Chair)**  
**[penny@penny.dorritt.plus.com](mailto:penny@penny.dorritt.plus.com)**

## **BRIEFING FOR POTENTIAL CHAIR OF DEAL MUSIC & ARTS**

### **History**

Deal Music & Arts (DMA) was established in 1982 and has evolved from a summer festival to a year-round organisation. Its purpose is to create opportunities for local

people and visitors to engage with the highest quality of music and the arts as audiences, learners and performers.

## **Activities**

DMA now delivers both an annual festival and a range of learning and participation programmes. Through our Learning and Participation projects we enable local people, including those from disadvantaged communities, to participate in music and the arts. The annual festival hosts performances by artists of international stature, bringing high quality music and arts experiences to East Kent for the enjoyment of residents and visitors.

This year the annual festival has a French connection theme and will run from Thursday 4th July to Sunday 14th July 2024 and will encompass a broad range of music genres and other arts in an endeavour to broaden the appeal of the Festival and bring in new audiences. The music offering will range from the Brandenburg Concertos to contemporary classical composers, as well as jazz and music designed for early years audiences. Other strands will encompass literature, poetry, film as well as opportunities for local amateur musicians to perform.

The learning and participation programme includes work in primary and secondary schools, giving participants the opportunity to play in bands to develop their skills. There is a summer school where children and adults play side by side creating music regardless of their age, background or level. There are a number of other activities which can be found on the website.

## **Five Year Plan**

Recently the Board of Trustees agreed a Five Year Plan which set out the mission of DMA as:

to create opportunities for people to engage with a wide range of music and the arts of the highest possible quality both in performance and through Learning and Participation, through:

- hosting high quality performances and creating innovative learning opportunities for adults and children
- making a variety of musical and artistic genres accessible to as wide a range of people as possible including those from diverse backgrounds, ages and abilities
- partnering with other organisations to extend our social and geographical reach and to maximise opportunities for participants.

Critically, the Five Year Plan is an ambitious document which sets out our aspiration to reach bigger and more diverse audiences through the Festival and to impact on increasing numbers of children and schools.

## **Finances**

As a charity, DMA relies on income from a variety of sources including ticket sales, grants, donations, sponsorship and legacies. In general terms, there are more grants available for learning and Participation work than for the Festival which makes it essential that each Festival breaks even or, preferably, makes a modest profit. In line with Charity Commission policy we maintain an unrestricted reserve as protection against unforeseen loss of income and to ensure we can meet our liabilities.

The total income for the calendar year 2023 was £238K fairly evenly divided between Learning and Participation and the Festival.

## **Staff Resource**

DMA is run by a Chief Executive, an Artistic Director and a Learning and Participation Director, as well as a number of supporting staff. None of these individuals works full time.

## **The Role**

The job description for the Chair is set out in the formal Job Description and Person Specification provided with this pack. At present, the Board of Trustees meets six times a year; there are ten Finance & General Purposes Committee meetings; there are six Learning and Participation Committee meetings. In addition, various short term working groups have been established as mechanisms to take forward particular pieces of work. Apart from a Nominations Committee set up for the purpose of finding a new Chair, there are no current working groups.

There are currently ten Trustees each of whom have been brought onto the Board of DMA to provide particular skills and it is very much the role of the Chair to enable Trustees to fulfil whatever role is appropriate to them.

Each Chair will decide how they wish to inhabit the role. But it is fair to say that this is a role for a Chair who wishes to get engaged and make a real contribution to DMA and the artistic life of this corner of Kent. Consistent with normal charity rules, the roles of Chair and Trustee are not remunerated.

The current Chair intends to hand over to his successor at the end of this year's Festival. We would hope that a new Chair would undertake the role for up to five years.

22 February 2024