

UPSTART PROJECTS & VOICE MAGAZINE – TRUSTEE BRIEF

Upstart Projects is looking to extend our board of trustees. Can you help us bring the arts to more young people through our youth journalism, outreach and careers work?

You'll join [a lively and committed board](#) with a range of experience, who believe in promoting young people's opportunities and voice in the arts. We offer you the chance to develop your knowledge of the charity sector and the interaction between young people and the arts world. The board meets three or four times a year, with at least one face-to-face meeting in London or Birmingham, plus occasional sub-committee sessions on particular issues.

1 Background

Upstart's mission is to support young people aged 13-30 to develop their creativity, skills and confidence by taking part in the arts and media. We launched in 2014 and are based in the Midlands. Voice magazine is our public face, an arts magazine and training ground for young people interested in arts and media careers, especially those from less advantaged backgrounds.

We run three key programmes: Voice magazine, training and outreach.

[Voice Magazine](#) is an online arts and culture mag for young people aged 16+ with an annual readership of ~300k. Voice provides news and views on the arts and society, interviews with professionals, careers advice, and opportunity listings. Voice employs a small editorial team who work with a panel of young Voice Contributors and a network of Voice Reviewers.

[Voice Training](#) offers short journalism training schemes for new Voice Contributors and work experience placements to young people heading for a media career, often in partnership with universities.

[Local Arts Reviewers](#) is our outreach programme. We work with partners in the Midlands to support young people from diverse, disadvantaged or low income backgrounds to explore the arts in their area and develop their confidence and communication skills.

Alongside our programmes for young people we run [Youth Voice Training](#) courses and consultancy for organisations looking to embed youth voice and representation, raising income for our participation and training work.

We are currently working on a new business plan to run 2025-28, focussing on the organisation's sustainability and development in a time of very limited funding for the arts. Take a look at our recent activity, impact and financial accounts in our [Annual Review 2023-24](#).

2 Seeking trustees with expertise in journalism/writing, financial oversight and fundraising/income generation

Upstart's annual budget fluctuates between £100-150k with the occasional dip below £100k in difficult years. Our team are freelance and part-time and we don't have an office venue, so the majority of our funding is spent on activity.

We are currently looking for trustees to play key roles in the next phase of Upstart and Voice's life:

- A trustee with journalism or writing experience to support our editorial team, including contacts in the media, literature or publishing world and ideas for funding.
- A trustee with financial expertise to monitor our financial planning and control and to support the staff with our budget management. We use Xero as our accounts package and report to a number of funders on project activity.
- A trustee with experience of fundraising, sponsorship or income generation, and with some time available to support the staff team's fundraising.

Through our recruitment process we aim to create a representative and diverse board. We are keen to recruit more trustees from the Midlands although this is not an essential requirement. We pay travel expenses to board meetings and can offer support and access to training for those that would find this helpful in taking on the role.

We hope that all trustees will support the charity as Friends or Patrons:

<https://www.voicemag.uk/friend>

If you have any questions, please drop a line to Director, diana@voicemag.uk or Chair of Trustees, Holly Howe at hollyahowe@hotmail.com

If you would like to apply, please complete our short [register of interest form](#) to get things started. Our recruitment process is:

1. Submit an expression of interest before 14 March 2025. We will contact you and may invite you to a conversation with our Director and Chair.
2. We invite prospective trustees to observe a meeting and meet other trustees before confirming appointment.

We look forward to hearing from you!

Diana Walton

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