

**kintsugi
HOPE**

CEO

JOB PACK

CLOSING DATE

22ND MARCH 2024

1ST INTERVIEW DATE (ONLINE)

3RD APRIL 2024

2ND INTERVIEW DATE
(CHELMSFORD)

19TH APRIL 2024

HYBRID ROLE WITH 2 DAYS
PER WEEK AT UK SUPPORT
OFFICE NEAR CHELMSFORD



**Discovering
treasure
in life's scars**

ABOUT KINTSUGI HOPE.

Name Meaning

'Kintsugi' (金継ぎ) is a Japanese technique for repairing pottery with seams of gold. The word means 'golden joinery' in Japanese. This repairs the brokenness in a way that makes the object more beautiful, and even more unique, than it was prior to being broken. Instead of hiding the scars, it makes a feature of them.

History

Kintsugi Hope was founded by Diane and Patrick Regan OBE after a series of operations and events that took them to the brink; physically, mentally, emotionally and spiritually. They faced illness and loss in their family and community.

They wrote a book and produced a DVD about their experiences. Through opening up about their struggles they realized how many people have felt alone in theirs, and the great need for each of us to be vulnerable, open and honest when life is hard.

Only when this happens, healing can start to truly take place.

Patrick described what led him to start Kintsugi Hope:

"Following a series of life-changing events including loss, illness and lots of surgery, life became increasingly overwhelming. This had a major impact on my emotional and mental health. My 'man up' self talk didn't work, and I ended up suffering with anxiety and depression. I felt broken and filled with shame. However, when I opened up to share my brokenness, I found I wasn't alone. I learnt that being honest about my struggles not only helped me, but also helped open the door for many others to be honest too. It is so much easier facing difficult situations with others than on our own. I then discovered Kintsugi – the Japanese art of mending broken pots with golden glue. The gold makes a feature of the cracks instead of hiding them. All of us have broken pieces, but instead of hiding them, we can learn from them. We can discover treasure in our scars."



WHY KINTSUGI HOPE.

The stress and demands of modern living are taking their toll on our mental health and wellbeing. Author Brené Brown believes that we live in "the most medicated, addicted, overweight cohort of history". The majority of us may feel the effect, but don't fully understand the cause. Many of us don't even feel comfortable talking about our mental wellbeing.

When journalist Johann Hari was researching depression, he found that alongside basic physical needs (food, water, shelter), we also have basic psychological needs – including the need to belong. He concluded that "we have become disconnected from the things we really need, and this deep disconnection is driving this epidemic of depression and anxiety all around us."

Other research has indicated that the physical impact of loneliness is equivalent to smoking 15 cigarettes a day and can significantly increase the risk of premature death, while more than three quarters of GPs see between one and five lonely people a day. The facts are not comfortable, but they are real. **Each number is a person.** In too many cases, it's a person not knowing where to go for help, feeling completely alone, in our communities.

The Church is in every community across this country. It will outlast government schemes and is committed to people's wellbeing – physical, emotional, mental and spiritual. **Kintsugi Hope Groups** work in communities through the local church with an attitude of humility – not to judge, fix or rescue, but to come alongside and love one another. We are all broken in some ways and we can all learn from each other.

Kintsugi Hope is not just a charity.

We have a vision of starting a movement of Kintsugi Hope Wellbeing Groups where people can experience:

- Safety and support where there is no shame and embarrassment in struggling
- An increase in self-worth, confidence and wellbeing
- A deeper understanding of the reality of God's love for them
- Clear pathways to receive additional support if needed.

SOME WORDS FROM PATRICK REGAN OBE.

KINTSUGI HOPE PRESIDENT AND
CO-FOUNDER



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In Feb 2018 when my wife Diane and I started Kintsugi Hope, we had no idea Covid was around the corner. We started off writing and developed material that enables people to meet together and support one another through some of life's challenges. The 12-week facilitated peer-mentoring groups were designed in partnership with leading experts, looking at key themes including acceptance, perfectionism, anxiety, and depression.

These can be delivered in different contexts within the community including churches, coffee shops and homes, as well as prisons and homeless shelters.

I have been blown away by the response. Kintsugi Hope is now partnering with over 400 organisations across the UK and has trained over 1500 wellbeing group leaders. 10,000 people have been through the groups, which are run within their communities, churches, schools, Universities, youth clubs and businesses, Mums & toddler groups and workplaces. We have been overwhelmed by the uptake, but there is still such a need.

The Kintsugi Hope groups have been allowing people to share their stories, step out of shame, be brave and own their stories. One such person was Jean who became an ambassador for our charity, she told me "I've never felt truly loved. My parents were busy and had problems of their own, so I never felt good enough. I was always being compared to my clever twin brother, through Kintsugi I discovered what love is, Jean is loveable". Jean recently died of Cancer and she asked me before she died if I would speak at her memorial service, Jean was often very down on herself but towards the end of her life she learnt that self-acceptance. Something beautiful happens to us internally when we start to believe we have value just for being us.

It has been such a privilege to lead this charity with the support from the trustees over the last 6 years, we know we are only getting started and the need is greater than ever, we are excited that Kintsugi Hope will now enter a new season with an appointment of a new CEO who can build on what has already happened. We are committed to supporting that person so we can see more people discover safe and supportive spaces

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ABOUT THE PEOPLE.

There is rarely a dull day working with Kintsugi Hope and you will almost certainly get to work with inspiring people and in turn be an inspiring presence for others.

This role:

REPORTS TO

Kintsugi Hope Board of Trustees

IS RESPONSIBLE FOR

18 Staff

1,200 Volunteers

KEY CONNECTIONS

- The President and founder of Kintsugi Hope; National Church Leaders; Key influencers; Other Charity leaders; Mental Health professionals; National Government;



KINTSUGI HOPE
— AMBASSADORS —



Discovering
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FROM THE CHAIR OF TRUSTEES.



The mental wellbeing of adults and young people is a key issue of our time, and one where the Church is particularly well placed to bring effective support, encouragement and community to people who are lonely, isolated and struggling to get the tools and support they need.

It's no surprise then that Kintsugi Hope has seen remarkable growth since being founded in 2017 by Patrick and Diane Regan with a vision of a world where everyone can find a safe and supportive community in which they can grow and flourish.

With over 500 partner organisations now registered and running Welbeing Groups and over 1,200 volunteers, Kintsugi has grown dramatically over the time of the COVID pandemic and is now well established in the life, ministry and mission of many Churches across the UK.

This is an exciting and critical time to join Kintsugi Hope – a time where there is huge opportunity to grow and scale, to partner and co-create with partners across society. We feel like we're really just starting ! You'll have the opportunity of working with Patrick as President and with an engaged Board who champion the values of the organisation and of inspiring and motivating a generation of Christians to partner with their communities to see hope, faith and life flourishing.

We're excited to meet you and to hear your story



Simon Barrington
Chair of Trustees

JOB DESCRIPTION 1/2

The overarching purposes of this role are:

1. to provide leadership to Kintsugi Hope (KH) and to be responsible for the management and administration of the charity within the strategic, policy and accountability frameworks.
2. together with the chair, to enable the board of trustees to fulfil its duties and responsibilities for the proper governance of Kintsugi Hope and to ensure that the board receives timely advice and appropriate information on all relevant matters.

KEY DUTIES AND RESPONSIBILITIES:

To provide leadership to Kintsugi Hope and to be responsible for the management and administration of the charity within the strategic and accountability frameworks.

Leadership of the organisation

- Lead, develop and uphold KH's distinctively Christian ethos, culture and values.
- Create an environment of trust, openness and prayer amongst the staff.
- To pray and actively listen to the many ways that God speaks to inform KH's vision and strategy.
- Provide leadership to all staff, and keep under review and appraise the work of staff reporting directly to the Chief Executive Officer.
- Ensure that KH is an organisation where staff are nurtured and supported in their professional growth.
- Ensure appropriate accountability across the organisation.
- Ensure that the organisation has the resources (human, material and financial) to operate effectively.
- Ensure that the organisation has the right management systems, information technology and structures to carry out its work effectively, accountably and safely.
- To develop an organisation that is constantly seeking ways to learn and to improve its performance.
- To ensure the charity fulfils all its legal, statutory and regulatory responsibilities.
- To identify appropriate methods for monitoring the performance of the charity and to report back to the trustees on the performance of the charity against its strategy, its business, operational and annual plans, and against the annual budget as approved by the board.
- To ensure that the recruitment, management, training and development of staff reflect good employment practice and are directed towards achieving the charity's objectives.
- To ensure that KH is aware of best practice and that it constantly works to achieve this within the constraints laid down by the trustees and resources available.

Finance and Risk

- To be responsible overall for the financial health of KH including developing, overseeing and monitoring an effective programme of fundraising and income generation.
- To ensure that the major risks to which KH is exposed are reviewed regularly by the board and the executive team, systems have been established to mitigate these risks, and a risk analysis is automatically carried out when taking on new work or proposing new work to the board.
- To ensure that there are effective mechanisms to ensure the robustness of external and internal controls (financial and non-financial).
- Be responsible to the board for the overall financial health of the organisation; ensure that expenditure is controlled in line with budgets as approved by the board.

JOB DESCRIPTION 2/2

Promotion of the organisation

- Build strong, trusting relationships with other Christian charities, churches, trusts, foundations and major donors.
- Ensure that KH continues to be well-regarded amongst the mental health community.
- Position KH for future positive engagement with supporters and stakeholders, paying attention to brand clarity and clarity of messaging.
- Enhance the profile and standing of KH amongst the Christian community in the UK.
- Enhance the profile and standing of KH in the Public Square.
- Speak/preach at events for KH supporters and church leaders.
- Ensure the organisation is presented in an appropriate and professional manner to its stakeholders.

Strategy and planning

- Provide vision and strategy for KH, inspiring the team to follow your leadership.
- Ensure a long-term strategy is in place which can guide the organisation in achieving objectives within the mission, vision and values established by the board.
- Develop a robust funding model to ensure the continued financial sustainability of KH.

Ensuring high-quality governance

- To ensure that the board receives all necessary advice, guidance and information on matters relating to current performance, the short- and long-term future of the charity, regulatory and legal compliance, and other appropriate issues; and making sure that such advice, guidance and information are timely, honest, balanced and relevant.
- To work closely with the board to ensure that the board has on it the skills it requires to govern the charity well, and that the board has access to relevant external professional advice and expertise.
- To assist the chair in ensuring that the board focuses on its governance role by making sure that the board agenda and papers do not draw the board away from governance and into unnecessary detail and management issues.
- To report regularly to the board of trustees on the performance of the charity, progress towards the strategic priorities and the achievement of board policies.
- To submit high-level policy proposals for the approval of the board or assist the board in the development of these policies, and to be responsible for the efficient and effective achievement of these policies.
- To implement board decisions.

Relationship with the chair of trustees

- To have regular one-to-one meetings with the chair at which the chair and chief executive can talk openly, discuss progress and problems, agree expectations of each other, plan the board's annual programme together and prepare together for meetings.

PERSON SPECIFICATION

Qualifications/Knowledge and Experience

Essential qualifications:

- Degree or equivalent level of education or equivalent mental ability.

Essential knowledge of:

- mental health issues
- Church or para-Church based ministry
- Developing and executing a fundraising strategy with a strong contact network.
- Scaling an organisation and leading through transformational change.

Essential experience of:

- Operating in a professional environment
- Balancing the need for strategic thinking and operational execution in a small to medium sized organisation.

Desirable:

- Knowledge of working in the public sector (eg Health, Employment) or not for profit space.
- Good understanding of the theology pertaining to mental health
- A Masters in Business Administration or equivalent
- Working with founders and/or President

Skills and Abilities/Aptitudes

- Strong organisational and planning skills to anticipate and plan for work in advance.
- Pragmatic approach to resolving priorities and workload challenges.
- Delivery-focused, understands what is important to key stakeholders, committed to achieving goals.
- Strong analytical skills, with the ability to discern trends, document and present facts and figures in a clear and concise way.
- Good attention to detail.
- Effective communicator, with excellent written and verbal communication skills. Able to speak, preach and teach in a variety of contexts.
- IT skills: good knowledge MS Office (all packages) and an ease with using technology such as smart phones, tablets, laptops, data projectors.
- Demonstrable maturity and professionalism.
- Able to work on own initiative
- Can quickly establish credibility and respect and build strong working relationships with wide range of colleagues – Directors, volunteers, strategic Church leaders, other charity leaders.
- A capacity and willingness to be flexible and adapt to changing work priorities.
- Comfortable working in a hybrid fashion.
- Responsive, proactive, positive and reliable.

Work-Related Personal Qualities

- We are looking for an enthusiastic, warm and friendly person who will draw others to want to work with them.
- We are looking for an inspiring and dynamic individual with an infectious faith who volunteers, staff and Church leaders with gravitate to.
- Someone who will understand the missional importance of Kintsugi Hope.
- Able to travel widely nationwide when required, with a full, clean driving licence
- Comfortable and confident in communicating and working with people of all ages and backgrounds.
- Takes a values based approach to leadership, modelling relationships, authenticity, generosity and honesty.
- Motivated by working through people and building culture and able to do so whilst focussing on results.
- Committed to upholding KH's Christian ethos and culture
- Vibrant Christian commitment and a desire to embed their faith in all their work.

DETAILS

Permanent Contract

Occupational Requirement

There is an occupational requirement for this post to be held by a practicing Christian

Salary

£60-65k

Pension

Auto-enrolment on Workplace pension scheme with employer and employee contributions..

Hours of work

Full time post, 37.5 hours per week Monday to Friday to be worked flexibly. TOIL (time off in lieu) is applicable for evening and weekend working.

Holidays

25 days paid leave in addition to the usual public holidays, plus three discretionary days at Christmas.

Probation period

Six months during which time progress is regularly reviewed and the period may be extended.

Notice

During probation 1 month and thereafter 3 months on either side rising to 6 months after 3 years' service.

Place of work

2 days a week in UK Support Office near Chelmsford required.

Other

Use of own personal transport and insurance for business desirable. Expenses for mileage will be met by Kintsugi Hope, except for travel to UK Support Office for hybrid post.



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HOW TO APPLY

Please apply by sending a Covering Letter and a CV to admin@kintsugihope.com.

Your application should include a brief description of your faith journey and Church involvement and the names and contact details of three references, one being a Church leader and two professional references, with one being your most recent employer (if applicable).

More details at <https://kintsugihope.com/jobs>

If you would like a conversation about the job please contact either Simon Barrington (simon.barrington@me.com) or Patrick Regan (patrick.regan@kintsugihope.com)

The closing date is 22nd March 2024 and we aim to let candidates know whether or not they have been shortlisted as soon after the deadline date as possible.

We very much look forward to hearing from you!