

Midsumma

Position Description – Midsumma Board Member

Updated – 27 May 2022

Background

Midsumma is Victoria's (and one of Australia's) premier LGBTQIA+ arts organisation, for and by communities who live with shared experiences around diverse gender and sexuality. Although the primary festival is held in summer each year, Midsumma works year round to provide artists, social-changers and culture-makers with support and tools to create, present and promote their work. Midsumma plays a vital role in the life of the many varied communities with which we regularly engage.

With strategic focuses that include intersectional communities such as Indigenous, disability, culturally and linguistically diverse communities, diverse families, and seniors, Midsumma Festival engages with broad communities across age ranges and cultural demographics; proudly representing true inclusion and diversity in all its forms. Over the past few years Midsumma has activated its position as a major nexus for queer arts development. Central to this vision has been the aspiration to become a proactive developmental arts organisation year round, recognised locally, nationally and internationally as a hub of artistic leadership in queer arts and culture development. The voluntary Midsumma board provides strategic leadership and governance for the organisation.

Vision

A clear curatorial vision now underpins all of Midsumma's programming, with a focus upon defined strategic priorities and a goal to strengthen the creative voices of LGBTQIA+ communities whilst developing our leadership position at the forefront of LGBTQIA+ artistic development in our region of the world.

The Board and Committees

Midsumma is administered by a voluntary Board of Directors. The Board is responsible for long-term strategy and overall governance of the organisation. The Board engages with the CEO, who leads the professional staff who maintain responsibility for operations, programming and resourcing. The Board creates informal committees as required. The Board is skills based with a mix of expertise and experience.

Observers

The Board encourages people who are committed to Midsumma's Objectives and Values, and who are interested in developing the skills and knowledge necessary to serve on this or other Not-for-Profit Boards, to serve Midsumma as Board Observers. Board Observers attend Board meetings, and participate in discussions as appropriate, but do not have voting rights when the Board makes decisions.

Mandatory Qualifications:

Successful candidates will have one or more of the following:

- A passion for the arts;
- A proven commitment to social inclusion, diversity, and intersectional co-operation;
- A desire to contribute to the development of LGBTQIA+ culture;
- Strong community liaison and advocacy skills;
- Strong existing networks within government, business, the community and/or philanthropic organisations;
- Comfort with using their networks to promote the mission and values of the organisation; and/or
- Experience at board level in the governance of Not-for-Profit Arts organisations.

Desirable skills, values, and qualifications

Candidates will benefit from having one or more of the following:

- Proven experience in Not-for-Profit Board governance including financial statement literacy; understanding of standard meeting protocol; an understanding of and practice in good governance principles;
- Demonstrated honesty, sensitivity and tolerance of differing views; a friendly, responsive and patient approach to complex and or sensitive issues; personal integrity; a concern for the organisation's development; and a robust sense of humour;
- Willingness to participate in and attend events on a regular basis;
- Experience in the Arts and Culture industry as a creative, an administrator, or a producer; and/or
- Skills in human resources, legal, or marketing and communications.

Duties:

- Attendance at and active participation in Board meetings either in person or virtually (there are 11 Midsumma Board meetings per year) including reading Board papers prior to each meeting, asking questions, contributing constructively to problem solving, and taking responsibility for and following through on commitments;
- Attendance at key Midsumma events, such as Carnival and Pride March, each year;
- Attendance at and active participation in the Board's Strategic Planning processes, including an annual weekend 2-day Strategic Planning workshop.

Remuneration:

Midsumma Board members are volunteers - no remuneration is paid to Board members. Board members are also Patrons and members of the organisation, contributing financially through an annual donation. The Board recognises that not all people who have the necessary and/or desirable qualifications will be in a financial position to be Patrons of the organisation, and consideration may be given to waiving this expectation.