



**Creative
Land Trust**

Making space for art

Creative Land Trust Appointment of Chair

May 2024



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Welcome from Gordon Seabright, Chief Executive, Creative Land Trust

Around the world, great global cities are faced with the loss of the very creativity that has made them special as the artists and makers who provide the creativity are forced away by rising property prices.

London and the wider UK benefit enormously from cultural “soft power”, and Creative Land Trust was founded five years ago as an innovative approach to tackling the outflow of creatives and creativity. With launch support from the Mayor of London, Arts Council England, Bloomberg Philanthropies and Outset Contemporary Art Fund, the Trust began its work to acquire long-term, affordable studio spaces for the capital’s artists and makers.

The goal was (and is) to end the twin challenges of affordability and precarity by bringing a blend of new funding into the sector and partnering with property developers and landowners to secure workspace in perpetuity, while ensuring that artists and makers benefit from rents that are below market rates.

Making Space for Art

Since Creative Land Trust’s foundation, the Chairs, Trustees and executive team have been bold in bringing substantial new investment into the sector, including the launch of a completely new model for social impact investments and the forging of close partnerships with councils and private sector developers. The Trust has secured its first four buildings, two of which are already in operation and fully occupied by artists who might otherwise have been lost to the creative sector, and perhaps driven to the UK’s competitor cities.

The Trust has also led innovative research and policy work, establishing for the first time the financial value of creative workspace for landowners, exploring its social impact, influencing the planning system and providing new and persuasive arguments for the inclusion of affordable creative workspace in new developments and the repurposing of redundant buildings.

These are foundations of which the Board of Trustees are rightly proud. With the conclusion of the launch Co-Chairs’ term of office, there is an opportunity for their successor to build on those foundations through dramatic increases in funding, the expansion of the Trust’s property portfolio and the resulting magnification of the charity’s delivery of its purpose – anchoring culture and creativity in London and the UK through the provision of more and more permanent affordable studio space.

Welcome from James Cooksey, Trustee & Chair of Nominations Committee

Since becoming a Trustee some four years ago several things have changed, both for the Trust and myself. I have learnt the significant importance of the sector in creating places that people want to spend time as well as the inspiring nature of the artists themselves. For the Trust, we have moved from a fabulous idea supported by meaningful seed funding to the beginnings of a sustainable business model, investing and opening studios for the future.

There is no doubt in my mind, that expansion of the Trust's mission will flow from offering landowners a friction free solution to their property challenges, be it an outright sale/purchase or working in some form of partnership. As the Trust continues to grow that presents opportunities to refine our operations driving efficiencies as a result.

London will always have space for artists to create, collaborate and inspire others

Aside from multiple successes in raising grant funding the team are now beginning to get real traction with investors, who like both the long-term nature of the cashflow as well as the sector being a force for good. To explore a diverse and varied source of funding, to accumulate a broad range of property holdings is increasingly within reach.

As Gordon has referred, we are now seeking a new Chair to help take the Trust to the next level of its growth, I may be biased, but I think this represents a rare opportunity to combine the creative sector with real estate and to join a highly motivated and skilled team. Looking forward, it would be relatively easy to see the Trust's mission expanding beyond London to elsewhere in the UK, although one step at a time!

Background

Creative Land Trust is the charity making space for art. We were set up to tackle a growing problem in London – the rapid loss of affordable workspace for artists and makers.

This problem presents a serious threat to the wellbeing and prosperity of a city and country renowned for creativity and culture. We provide an innovative solution to a global challenge.



Our Role

Our role is distinct to that of existing studio providers and operators

We have been set up to address the loss of affordable creative workspace by setting up a sustainable financial model and providing a more cohesive link between the property and cultural sector.

Our resources are focused on the following:

- **Identifying long-term property opportunities** by building relationships with local authorities and the property sector, and benefiting from the expertise of our Board of Trustees in delivering an asset portfolio for London's future
- **Meeting diverse needs of the creative sector** by opening up opportunities to existing operators through our open tender process and insight into shorter- and medium-term options
- **Agreeing social and environmental targets with our tenants** and committing to improving data collection and understanding of impact of the sector
- **Matching our properties with the most local knowledge** to ensure creative and residential community needs are met
- **Providing management and oversight of our properties** in a professional and coordinated manner
- **Establishing alternative investment models** to attract new sources of funding into the arts and culture sector, especially in an environment of charitable funding cuts
- **Undertaking and contributing to policy and research** to support and influence the future of affordable creative workspace
- **Creating a replicable model that can support system change** in property use and for other world cities faced with similar crises.

Governance

Board of Trustees

Creative Land Trust is governed by an expert and diverse Board of Trustees, representing leading voices in the property, creative, investment and legal professions. We also have three Artist Ambassadors who support the Board and represent the creative sector. There is now an opportunity for an innovative and passionate Chair(s) to join the Board of the Creative Land Trust, as the organisation looks forward with ambition to its next chapter.

The role is an estimated 2-3 days per month.

There are four Board meetings a year which take place in Central London or online.



Details on our team and each of our Trustees available on our website – [Our Team](#).

Funders & Supporters

Founding Funders

Creative Land Trust was established with support from Arts Council England, Greater London Authority, Bloomberg Philanthropies and Outset Contemporary Art Fund. Original seed funding totalled £7.5m.

MAYOR OF LONDON



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

**Bloomberg
Philanthropies**

outset.

Additional Supporters

Creative Land Trust has a wide range of additional supporters and has raised £3.2m so far through grants, donations and impact loans in addition to our launch funding.



Summary Financials

Turnover YE May 23
(last audited accounts)

£936,000

This is mostly grants (including original funding) but includes £93K of rental income.

Tangible fixed assets

	Buildings (Long Leaseholds) £	Leasehold Improvements £	Assets under construction £	Plant and Machinery £	Computer Equipment £	Total £
Cost/Valuation						
Brought forward as at 1 Jun 2022	4,650,000	-	120,492	-	1,200	4,771,692
Additions in year	13,328	533,247	278,155	53,596	-	878,326
As at 31 May 2023	4,663,328	533,247	398,647	53,596	1,200	5,650,018
Depreciation						
Brought forward as at 1 Jun 2022	-	-	-	-	833	833
Charge in year	-	7,932	-	1,549	367	9,847
As at 31 May 2023	-	7,932	-	1,549	1,200	10,680
Net Book Value						
As at 31 May 2023	4,663,328	525,315	398,647	52,047	-	5,639,338
As at 31 May 2022	4,650,000	-	120,492	-	367	4,770,859

All of the above assets are used for charitable purposes.

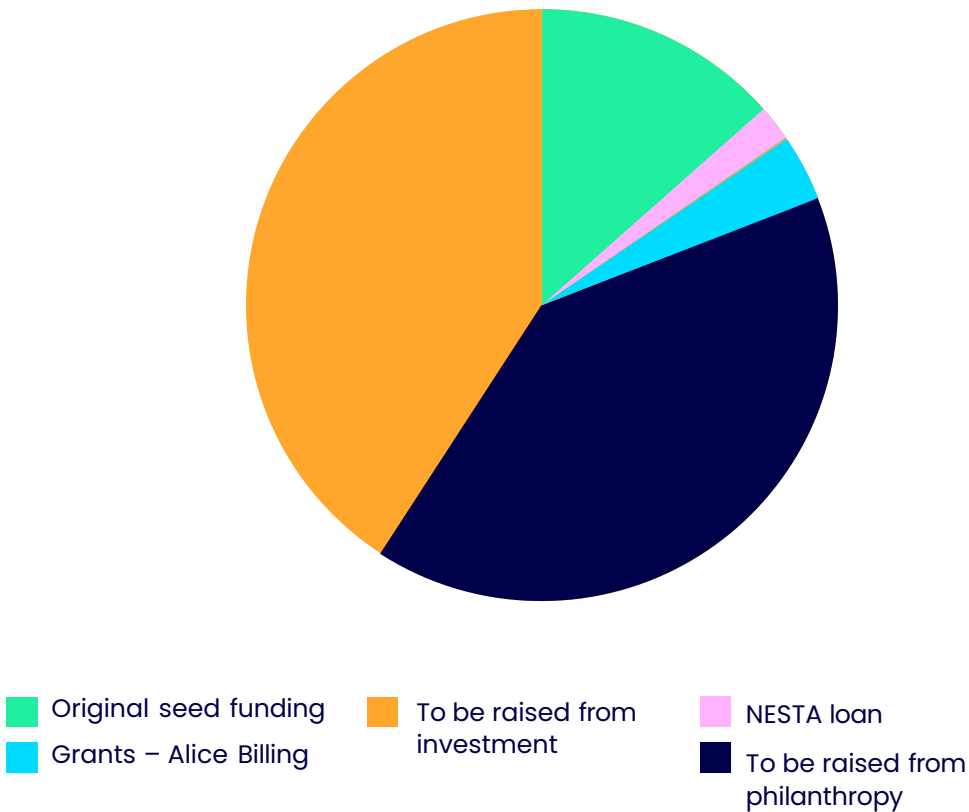
Buildings are on a 999 year lease.

The historic cost of Buildings is £4,138,328.

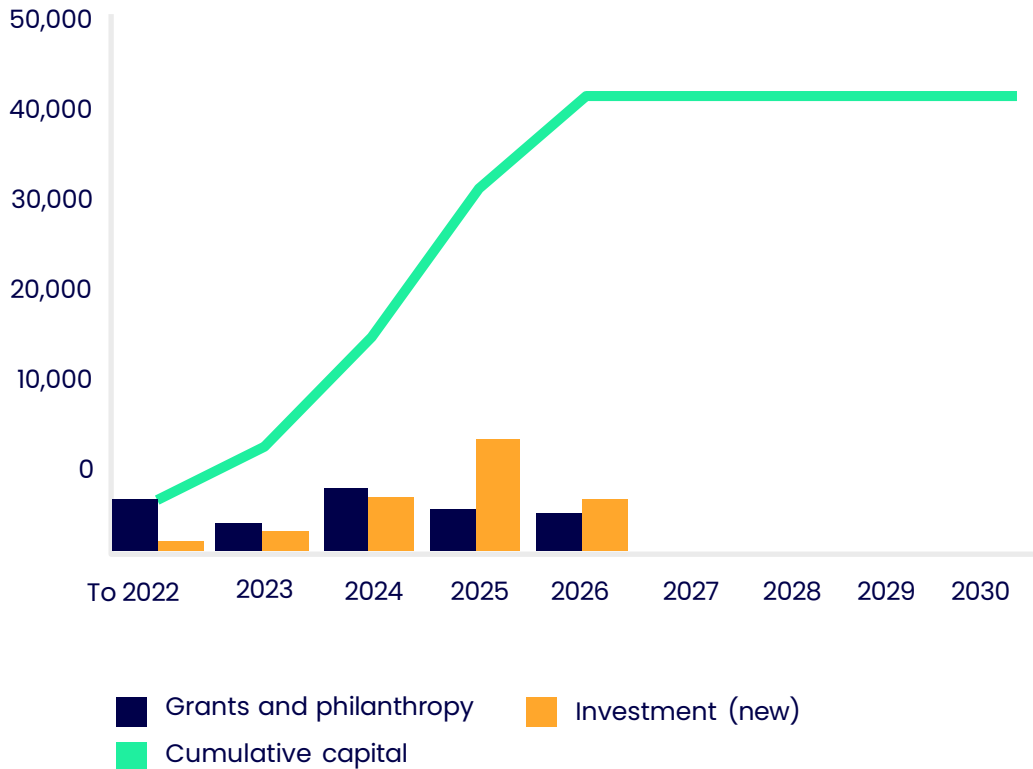
Blended Finance Model

Building a property backed model with decreasing reliance on charitable giving by 2026

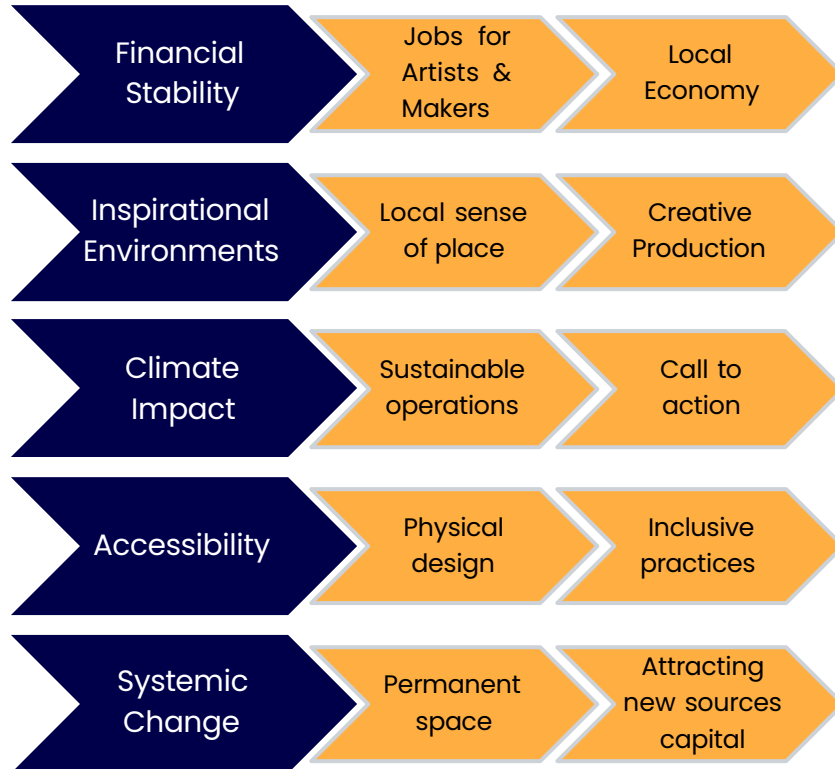
Sources of Capital including achieved amounts



Planned sources of finance



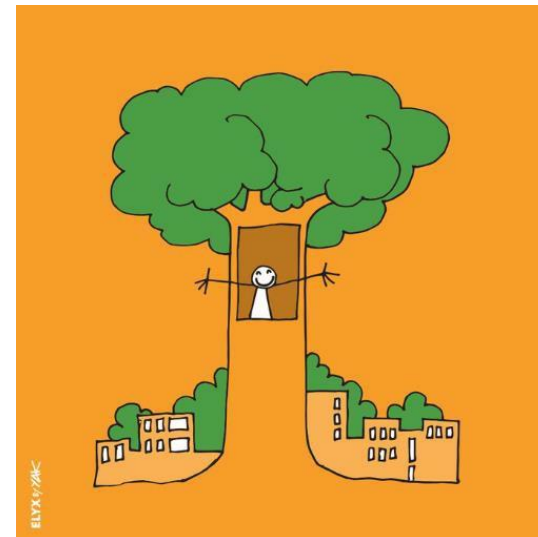
Our social outcomes



8 DECENT WORK AND ECONOMIC GROWTH



To promote inclusive and sustainable economic growth, employment and decent work for all



11 SUSTAINABLE CITIES AND COMMUNITIES



To make cities inclusive, safe, resilient and sustainable



Our Impact

Social Impact

Our Impact Statement summarises the direct and indirect ways we see social value and community wealth being generated through the provision of affordable creative and cultural workspaces.

This impact is not only delivered through the number of artists' livelihoods that are supported by cultural infrastructure, but also through the power of working creative spaces to increase connectivity in the communities within which they are located.

Further detail can be found in our impact statement and annual accounts.

Our commitment to positive climate impact

We have declared a climate emergency and are committed to making a positive impact on the environment through our property portfolio and operations.¹⁰

Some of the actions we are taking to ensure that we are demonstrating best practice areas follows:

- Voluntarily adopted Greenhouse Gas Protocol and reporting our carbon emissions
- Green clauses in our standard lease agreements
- Encouraging sustainable design practices in all our buildings

The Role of Chair

Position Overview:

The Chair of the Creative Land Trust plays a pivotal role in guiding the strategic direction and governance of the organisation. This individual will lead the board of trustees, fostering collaboration and driving initiatives to support the Trust's mission of securing affordable and sustainable spaces for creative activities in urban areas.

Key Responsibilities:

Leadership and Governance:

- Provide visionary leadership to the board of trustees, ensuring alignment with the Trust's mission and values;
- Chair board meetings, facilitating constructive discussions, and fostering a culture of collaboration and accountability;
- Uphold high standards of governance, ensuring compliance with legal and regulatory requirements; and
- With the nominations committee, lead board and Chief Executive recruitment, including a successor for Gordon Seabright as he steps down from his role.

Strategic Planning and Development:

- Work with the board and executive team to develop and implement strategic plans that advance the Trust's objectives;
- Identify opportunities for growth and innovation, leveraging resources to maximize impact; and
- Foster partnerships and collaborations with key stakeholders to enhance the Trust's reach and effectiveness.

Advocacy and Public Engagement:

- Serve as a passionate advocate for the Trust's mission, engaging with policymakers, funders, and the public to raise awareness and build support;
- Represent the Trust at events, conferences, and media engagements, articulating its impact and importance in the creative community; and
- Cultivate relationships with donors and supporters, ensuring sustained funding for the Trust's initiatives.

Financial Oversight:

- Work closely with the treasurer and finance committee to oversee the Trust's financial management, including budgeting, forecasting, and reporting;
- Ensure financial sustainability through prudent stewardship of resources and diversification of funding streams; and
- Monitor financial performance and risk factors, taking proactive measures to address challenges and capitalize on opportunities.

Diversity, Equity, and Inclusion:

- Champion diversity, equity, and inclusion within the Trust's governance, operations, and programs;
- Ensure that the Trust's initiatives are accessible and responsive to the needs of diverse communities, particularly those historically marginalised in the creative sector; and
- Foster a culture of respect, fairness, and inclusion within the organisation and its broader ecosystem.

The Person

The Chair of the Creative Land Trust will have the following personal skills and/or experience

- Demonstrated leadership experience in a relevant field, such as arts and culture, real estate, or not-for-profit environment;
- Strong understanding of charity governance principles, with prior experience serving on or leading boards of trustees;
- Excellent communication and interpersonal skills, with the ability to engage effectively with diverse stakeholders, and be a champion of the Trust;
- Strategic thinking and problem-solving abilities, with a track record of driving organisational growth and impact;
- Commitment to the Trust's mission and values, with a passion for supporting creativity and culture in urban communities;
- Knowledge of the arts and wider cultural sector, including its challenges, opportunities, and policy landscape, is highly desirable;
- A commitment to and understanding of the relationship between business and the arts; and
- Experience with fundraising and financial management in a not-for-profit context would be advantageous.





Studios are to artists what
laboratories are to scientists,
music rooms are to musicians
and factories are to industrialists

– without them cultural production
simply cannot be pursued.

Antony Gormley

Supporter of Creative Land Trust



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Creative Land Trust on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code PBOIA

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on 5th of June 2024

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

The Chair of the Creative Land Trust plays a pivotal role in guiding the strategic direction and governance of the organisation. This individual will lead the board of trustees, fostering collaboration and driving initiatives to support the Trust's mission of securing affordable and sustainable spaces for creative activities in urban areas.

