



## THE YORK GLAZIERS TRUST

Over 50 Years of Excellence in Stained Glass Craft and Conservation

The York Glaziers Trust is looking to appoint a new Trustee with particular focus on those with professional experience of finance and investments and commercial/business acumen to join the board of Trustees and share in the responsibility for the governance of the Trust. The post is voluntary and not remunerated though travel and subsistence/overnight accommodation expenses are paid.

Further Trustee appointments with a focus on other areas of professional experience will take place over the next 12-18 months.

### **Deadline**

Monday 9<sup>th</sup> June, 17:00

### **Apply**

Please email a covering letter outlining your interest in the role together with a C.V. to: Mark Hosea – Chair of the Board of Trustees at: [mjhosea@gmail.com](mailto:mjhosea@gmail.com)

### **About The York Glaziers Trust**

The Trust is a company limited by guarantee and a charity registered with the Charity Commission. Its objectives are the conservation and preservation of stained glass of historical or artistic importance, the conduct of appropriate research in pursuit of these aims, the provision of excellent training in the discipline of conservation, and the promotion of public appreciation of the medium of stained glass.

The Trust has its premises near to York Minster where it employs a team of 14 skilled conservators in a workshop dedicated to the conservation and preservation of stained glass. For further details of the team, please see: <http://www.yorkglazierstrust.org/about-us/team/>.

The Trust was set up over 50 years ago to safeguard the world-famous inheritance of medieval stained glass in York Minster, and the Chapter of York continues to be the Trust's major client. In 2016 the Trust and the Chapter of York entered into a partnership agreement and are currently engaged in fulfilling a 20-year strategic plan for stained glass conservation. In addition to York Minster the Trust also works with the custodians of historic glass throughout the UK and is currently undertaking conservation work for several Oxford Colleges, civic buildings and parish churches and a range of other corporate and private clients. It also undertakes some new work in the design and creation of contemporary glass.

The Trust contributes significantly to research and training in the field, and to the broadening of public understanding of stained glass and its conservation. It has an international reputation for the quality of its conservation skills, its documentation, training, publication, and professional advice. The Trust has been a sector leader in the adoption of digital technologies, environmental monitoring, and high-resolution photographic recording.

The Trust is a key partner in the development of York Minster's Centre of Excellence for Heritage Craft Skills and Estate Management and has recently benefitted from the extension of its studio facilities, a project underpinned by the support of the York Minster Fund.

(<https://yorkminster.org/discover/centre-of-excellence-for-heritage-craft-skills-and-estate-management/>) The Trust also maintains a particularly close relationship with the University of York (<https://www.york.ac.uk/study/postgraduate-taught/courses/ma-stained-glass-conservation-heritage-management/>). The University and the Trust collaborate closely in training and research, enhancing York's reputation as an international centre of excellence. Furthermore, the Trust has played a key role in developing a new stained glass component in the Cathedrals' Workshop Fellowship Foundation Degree in Applied Historic Building Conservation and Repair.

The Trust operates principally from its earned income, and surpluses in recent years have enabled it to modernise its studio facilities, offer generous professional development opportunities to its staff and put aside reserves to protect against future adverse trading circumstances.

### **Governance**

Governance is exercised through a Board of Trustees led by its Chair. The Trustees come from a wide range of backgrounds, see: <http://www.yorkglaziertrust.org/about-us/trustees/>. They meet formally three times a year to review the strategic direction of the Trust, establish business objectives and to review budgets. They also pay particular attention to staff welfare, pension matters and to health & safety issues. A small subcommittee oversees aspects of the Trust's finances and investments.

The Trust came out of the worldwide pandemic in good heart. Its major clients continue to demand its services, several projects in abeyance due to the pandemic have been reactivated and projects for new clients have been initiated. Review of the management processes have ensured that budget and programme setting are robust. Trustees have taken steps to protect staff from the worst aspects of the cost-of-living crisis and salaries are being kept under review. The Trust has become a visa sponsor to maintain its expert team of conservators and to underline its global outlook.

In common with all businesses in the wider construction sector, however, the Trust has been affected by steep rises in the costs of materials and Brexit has impacted both staff recruitment and the cost and ease of delivery of materials purchased from Europe (notably glass). The years ahead are likely to be challenging ones for the charity as well as for the wider world of stained-glass conservation.

To find out more about the role and responsibilities of Trustees you may also like to look at The Essential Trustee Guide from the Charity Commission at: [The essential trustee: what you need to know, what you need to do \(CC3\) - GOV.UK](#) .

### **Role Description**

- As a member of the Board of Trustees, to ensure that it fulfils its responsibilities for the governance of YGT and for the fulfilment of the charity's purpose.
- To take responsibility for the financial health of the Trust.
- To support the Director developing a strategy for the Trust's work, for which the Trustee board discuss, adopt with appropriate adjustment and then take responsibility.

- To support the management team, who are the expert conservators leading in developing projects, liaising with clients and external bodies and thereby ensure that the Trust deserves the preeminent role in conservation that it currently holds.
- To support the management team in maintaining the welfare, safeguarding, health and safety, training, and development of staff.
- To attend three meetings a year for the strategic oversight of the charity.
- To act as ambassador for YGT, as appropriate, across local, national and international networks.

### **Person Specification**

The following qualities are desirable:

- A strong personal commitment to the aims of the charity.
- Understanding and experience of charity governance and public interest.
- The ability to develop good working relationships with Board members, the staff team and Director.
- A high level of inter-personal skills including enthusiasm, tact and diplomacy in building constructive relationships with a wide range of stakeholders.
- Proven ability to understand and oversee the financial, business and investments aspects of the Trust.
- Some knowledge and understanding of conservation and cultural heritage would be beneficial.
- Sufficient time to devote to the Trust's business.

### **Time commitment**

The Trustee will need to be available for three meetings each year, with a flexible approach to interim meetings, sufficient to support the work of the trust. These meetings are usually in-person in York, though online is an option.

### **Dates of upcoming Board Meetings**

Monday 30<sup>th</sup> June 2025

Thursday 6<sup>th</sup> November 2025

### **General Context**

For a history of the Trust and information about its activities, services, governance and finances see:

<http://www.yorkglaziertrust.org/>

<https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/253425/accounts-and-annual-returns>

YGT April 2025