



An Invitation to Join Our Board of Trustees

The Trustee We Are Looking For

We aren't looking for a conventional board member. We're looking for an integrator — someone who can hold the whole of Re-Vision in mind: its therapeutic soul and its operational body; its history and its future; its people and its processes; its aspirations and its constraints.

Above all, we are looking for someone who brings **moral imagination** to governance. By that we mean:

- The ability to envision multiple human realities simultaneously — to understand that a single decision lands differently for a student managing fees, a tutor holding clinical responsibility, a graduate navigating a competitive field, a member of staff carrying institutional memory
- The capacity to see how decisions ripple through stakeholders, seen and unseen, before they are made
- The willingness to surface options that are not visible within the current framing of a problem — to resist the pull of the obvious solution and ask what else might be true
- The courage to name what others might prefer to leave unnamed, and to do so with enough care that it opens rather than closes conversation
- The wisdom to wait when the time is not yet right for solutions

An Invitation

This is a role for those who are willing to be genuinely present to an organisation that is, itself, in the business of depth, not a role for those who wish to govern from a distance

If Re-Vision's purpose speaks to something you care about — if the challenge of holding soul and structure together feels like work worth doing — we would welcome a conversation. There is no expectation of perfection.

You do not need to have sat on a board before. You do need to be someone who takes the inner life of organisations — not just their structure — seriously, and who brings both professional rigour and genuine human warmth to the role.

If you recognise something of yourself in the description above and know it from your experience, we would be glad to hear from you.

Where We Are on Our Journey

Re-Vision has just celebrated its 35th birthday. It has grown from a small, informal training group into a substantive institute. That growth is a mark of the organisation's quality and of the depth of demand for what it offers. It has meant more students, more practitioners formed in a tradition that takes the interior life seriously, and more families and communities touched by the work of people trained here.

Growth also brings its own tests. It has brought Re-Vision to points of real systemic strain — moments when the distance between aspiration and lived reality has been felt sharply. We name this not with anxiety, but with intention, because we believe that the willingness to look clearly is itself part of what makes this organisation worth sustaining.

We are now at the part of our journey where we ask — with care and rigour — whether the system we inhabit, and care for, is genuinely aligned. Whether what we offer, how we operate, how we value each other, and who we are becoming are coherent — not just on paper, but integrated in practice. We are asking whether the way we organise ourselves truly reflects what we say we believe about human beings and their capacity for transformation.

This is the work ahead. It belongs to everyone in Re-Vision. And it needs the right stewards to hold it. We are living through troubled times. Not as an abstraction, but as a felt reality. The world outside our walls is fractured. And we, as an institute, are not immune from that fracturing. Nor, as people, are any of us.

We believe that honest acknowledgement of this is itself an act of soul-making. It is part of our commitment to be an answer — individually, as an institute, and as a community of practitioners, graduates, and elders — to an ever-changing world that needs what we offer more than ever.

If you feel that you can hold this complexity as a part of our team, we look forward to hearing from you.

The Board of Trustees

Re-Vision

Appendix 1: The World We Are Navigating

External Tensions

The context in which Re-Vision operates has grown significantly more complex:

- A mental health crisis that has intensified demand for psychotherapy training and qualified practitioners — while simultaneously stretching the people most drawn to this work
- Economic pressures bearing down on students, staff, and the charitable sector alike, compressing the financial headroom for educational institutions built on relational rather than transactional models
- Accelerating professionalisation and regulatory change in psychotherapy, requiring institutes to hold quality, accessibility, and therapeutic integrity in tension — often without adequate resources
- A wider cultural moment of institutional distrust, in which the authority of established bodies — including training institutes — is increasingly questioned, and must be continuously re-earned
- The shadow of AI and technological disruption on the human professions, raising fundamental questions about what depth of human contact means and who can provide it

Internal Challenges

Re-Vision is also navigating its own liminal passage:

- The departure of founding figures has left productive gaps between the authority that was once held personally and the authority that now needs to be held institutionally
 - A financial model under strain, where the organisation's commitments to access, quality, and therapeutic culture carry costs that require both creative resourcing and structural discipline
 - Governance structures that are maturing: growing in their capacity to hold the organisation, but still developing the clarity and confidence that complex stewardship requires
 - Questions of identity and distinctiveness: what it means to safeguard Re-Vision's unique heritage as a soul-making institute, while remaining open to necessary change
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Appendix 2: General Trustee Responsibilities (UK)

As a trustee of a registered UK charity, you would take on the following statutory and governance responsibilities.

Legal and Fiduciary Duties

- Act in the best interests of the charity and its beneficiaries at all times, placing these above personal interests
- Ensure Re-Vision complies with its governing document, charity law, and relevant regulations
- Avoid conflicts of interest; where they arise, declare and manage them appropriately
- Ensure the charity does not operate outside its stated purposes

Financial Stewardship

- Approve annual budgets and financial statements, and ensure financial controls are sound
- Ensure funds are used only for Re-Vision's charitable purposes
- Protect and manage the charity's assets responsibly
- Satisfy yourselves that the charity is financially viable and plan for its long-term sustainability

Strategic Oversight

- Set and periodically review Re-Vision's strategic direction and priorities
- Hold the executive leadership to account against agreed objectives and values
- Satisfy yourselves that the organisation is being managed effectively and ethically

Risk and Governance

- Identify and manage significant risks to Re-Vision's mission, people, reputation, and finances
- Ensure effective safeguarding policies are in place and properly implemented — particularly important for an organisation working with vulnerable individuals and trainee practitioners
- Ensure that reporting obligations to the Charity Commission and other regulators are met

People and Culture

- Support and constructively challenge the leadership team
- Contribute to the Board's collective culture — modelling the kind of honest, respectful, and reflective enquiry we aspire to across the whole organisation
- Participate in trustee induction, ongoing development, and periodic Board effectiveness reviews