

BLOSSOM

NON-EXECUTIVE
DIRECTOR PACK



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WELCOME!

On behalf of the Board of Directors at Blossom LGBT CIC, thank you for considering the role of Non-Executive Director within our organisation and for your passion to the wider LGBTQIA+ equality movement!

In 2023, Blossom LGBT CIC experienced unprecedented growth, expanding by over 3500%. What once began as a singular meeting space, is now a nationally recognised service. This growth is a testament to the efforts of our team and the increasing impact of our work.

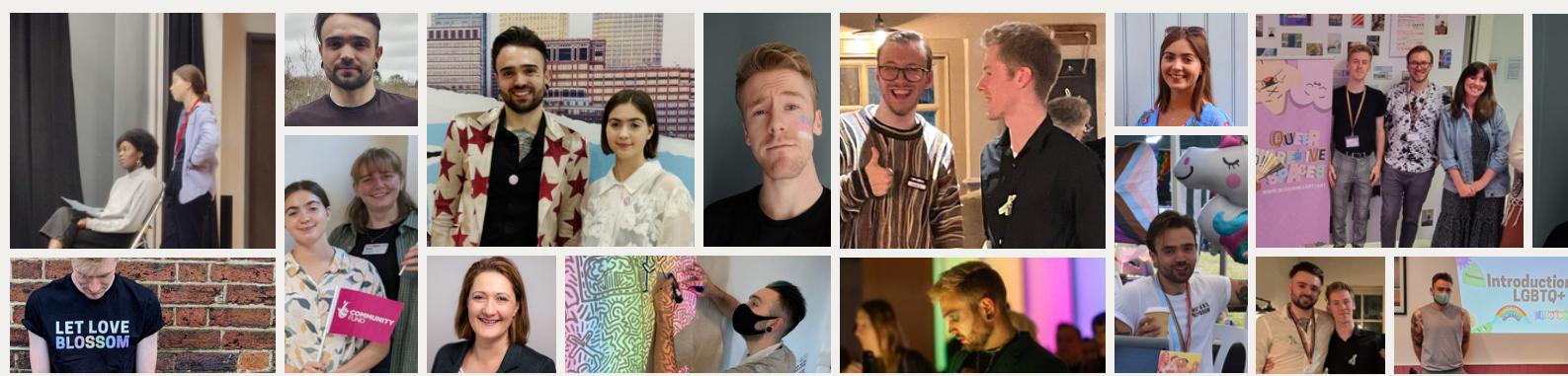
The transition from a volunteer-only organisation to a community interest company has provided us with the capacity to extend our reach, amplify our impact, and make substantial strides toward achieving our mission.

Our vision is to become industry leaders in supporting queer young adults to succeed in all aspects of their social and professional lives. As we embark on this exciting phase of growth, we are seeking individuals who share our passion, bring diverse perspectives, and are dedicated to driving positive change.

We invite you to be part of our journey, to contribute your skills, insights, and commitment to a cause that transcends individual impact and creates a ripple effect of positive change.



MEET OUR CURRENT BOARD



Oscar Hoyle (They/Them) - Executive Director (CEO)

Oscar Hoyle is a nationally recognised & award winning LGBTQ+ figure. They boast an extensive portfolio of LGBTQ+ inclusion work with some of the UK's largest organisations including Tesco's, Ovo Energy, TikTok, and The Home Office. Oscar specialises in supporting workplaces to create an LGBTQ+ inclusive cultures including policy, training, and schemes such as reverse mentoring. They're also an established service development manager and a director at Trans In the City, the largest global network of organisations working towards trans inclusion. Oscar also has almost 10 years of youth & community development experience with a key focus on supporting unengaged, shut out, and fearful young adults.



Dean Croxson (He/Him) - Executive Director

Dean Croxson is one of Surrey's most active, although often overlooked, community change makers. Having led LGBTQ+ community groups for 5 years and consistently taken an active role in advocating and creating change for under represented communities, Dean is a friendly & empathetic face of the LGBTQ+ equality movement. Beyond their community work Dean is a recognised D&I change maker having been nationally recognised with his work supporting inclusion in early years child care settings.



Danielle Bekker (She/Her) - Non Executive Director

Danielle Bekker is an established Executive & Non-Executive director having worked as a senior executive in a number of FTSE 100 businesses. Beyond her work in business, Danielle is an experienced innovation consultant & advisor to businesses all whilst sitting as a trustee for a leading anti modern slavery charity and a non-executive director for a listed biotechnology company. In 2024 Danielle was shortlisted for Pride in Surrey's LGBTQ Ally of the Year.



Sofia Kotlarz (They/Them) - Non Executive Director

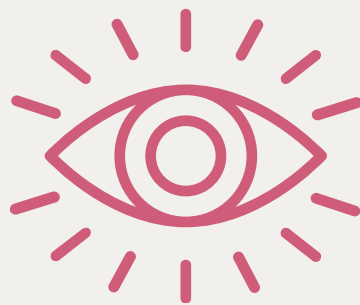
Sofia Kotlarz is an established Diversity and Inclusion consultant working with local authorities whose passion for creating change for marginalised people is regularly described as intersectional, powerful, and inspiring. Sofia has an incredibly in-depth understanding and proven track record of consulting on & implementing work around Diversity and inclusion issues including LGBTQ+ inclusion. Beyond this, Sofia is a passionate performing artist and has consistently demonstrated the ability to create collaborative, inclusive, and above all else engaging workshops for LGBTQ+ people to explore the arts whilst feeling safe. They also regularly support our work as a volunteer at our LGBTQIA+ Wellbeing and Social Space, being the longest serving volunteer in that team.





OUR PURPOSE

We support the amazing things that LGBTQ+ people can achieve when they are **empowered** to succeed without the fear of discrimination.



OUR VISION

Together, we'll create environments where LGBTQ+ young adults can succeed in all aspects of their social and professional lives.



OUR AUDIENCE

LGBTQ+ young adults, often aged between 16 to 30 years old based in South East England and the people who live & work alongside them.

WHY BLOSSOM MATTERS

IN LIFE



There has been a 271% increase in hate motivated crimes since 2012. That increased to 1300% for crimes towards trans people.



Almost 10% of LGBT people have been offered or undergone conversion therapy. It remains legal throughout the United Kingdom.



Since 2015 the UK has dropped from 1st to 17th place on The International LGBTI Association's benchmark of laws & attitudes towards LGBTQ+ people.

AT HOME



Over Half of LGBT+ people say they experienced a mental health condition, compared to a third of the general population.



85% of the public would be supportive if a close family member came out as lesbian, gay or bi. 71% would be supportive if they came out as a trans or non-binary.



Half of Black, Asian, and Middle Eastern LGBT people (51 per cent) face discrimination within the LGBT community.

WHILST WORKING



LGBTQ+ people are often paid less, see less progression, and experience a higher level of unemployment.



Almost 60% of LGBTQ+ people who have left a job in the last year did so as a result of feeling excluded due to their identity.



80% of non-binary people have experienced transphobia from colleagues. 73% of trans men & women say the same.

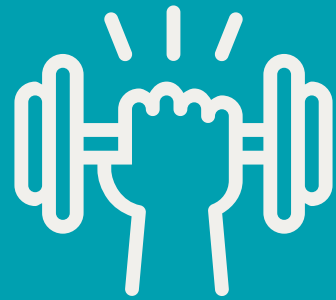
OUR VALUES

Every day we make decisions that have an impact on Blossom and our community. Our values represent our shared principles across everything we do.



INCLUSIVE

We are kind-hearted and respectful of others. We know the people we work with are on learning journeys and continue to empower them.



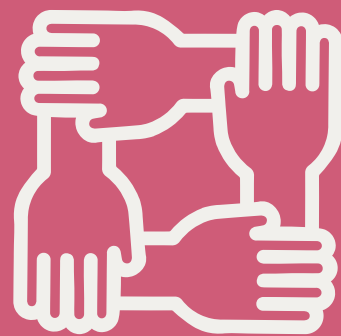
STRENGTH

We are proud of who we are. We understand & celebrate the strength that it takes to be an authentic individual.



ACTION

We are change-makers and believe in taking action for a stronger community.



COMMUNITY

We are powerful when acting as one strong community. We operate with each other's interests and needs in mind.

OUR PILLARS

To create environments where LGBTQ+ young adults can succeed in their social and professional lives we focus our work around four key pillars:

SOCIALS

We know the power of providing spaces for LGBTQ+ people to build support networks and connect with each other.

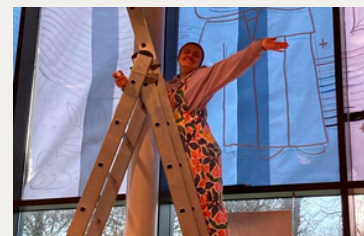


UPSKILLING

We're empowering individuals by sharing knowledge and skills. By building stronger people we can create a powerful & economically stable LGBTQ+ community.

EXPRESSION

We're actively creating spaces for LGBTQ+ young adults to express their identity in a positive and constructive way.



BLOSSOM

Throughout everything we do; we're going to ensure that we support LGBTQ+ young adults during their journey with us to bloom into authentic, successful, and prosperous people. We'll celebrate & platform these success stories.



150+ HOURS OF FREE SOCIALS

In 2023 we hosted over 150 hours of free and open access queer social spaces. We're set to more than double this in 2024.

700+ ENGAGEMENTS

In 2023 we engaged over 700 times with queer individuals, some we spoke with once, and some we supported multiple times a week. We're set to do three times more work in 2024.

OVER £300,000 PLEDGED

Between October 2023 and October 2025 we have already secured over £300,000 in funding for our work.

ABOUT THE ROLE

Blossom LGBT CIC is a dynamic and forward-thinking non profit organisation committed to the fact that LGBTQIA+ young adults deserve to be empowered without the fear of discrimination. We are seeking passionate individuals to join our Board of Directors in a non-executive capacity. As a non-profit organisation, we rely on the dedication and expertise of our board members to drive our mission forward.

Position Title: Non-Executive Director

Location: National - An ability to travel to Surrey is preferred

Commitment: Minimum of 6 board meetings and strategy reviews per year plus preparation and reading of documents. Participation in committees and adhoc stakeholder events as required.

Role Overview:

As a Non-Executive Director, you will play a crucial role in guiding the strategic direction of our organisation. Non-executive directors bring a fresh perspective, diverse skills, and a wealth of experience to help shape the policies, practices, and overall success of our organisation.

Key Expertise Areas:

Blossom LGBT seeks to ensure that we have a wide-ranging level of experience, thinking and background so that the Board has the skills experience and diversity of thought and perspective to draw upon in its governance and decision-making roles. We are particularly interested in individuals with expertise in any of the following areas:

Corporate Partnerships, Crowdfunding, and Legacy Giving:

- Experience in building and managing corporate partnerships.
- Knowledge of crowdfunding strategies and platforms.
- Familiarity with legacy giving and planned giving programs.

Press, PR, Marketing, and Communications:

- Proven experience in public relations and media relations.
- Marketing expertise, including digital and traditional channels.
- Strong communication skills to enhance our organisation's visibility.

Accountancy, Bookkeeping, and Statutory Reporting:

- Financial acumen and experience in accountancy.
- Knowledge of statutory reporting requirements for non-profit organisations.

Political Advocacy & Thought Leadership:

- Demonstrated experience in political advocacy.
- Thought leadership in relevant fields.
- Understanding of the intersection between policy and mission.

That being said - please don't let a lack of experience prevent you from expressing interest, we're keen to hear from all kinds of people!

Role Responsibilities:

- Provide strategic guidance and oversight to the organisation.
- Contribute specialised expertise to relevant committees or projects.
- Contribute to the Board on strategic direction, help to set overall policy, define goals, set targets and evaluate performance against agreed targets.
- Safeguard and promote the reputation and values of the company
- Support the Executive Team in decision-making processes.
- Attend regular board meetings and occasional events.
- Support fundraising and brand building initiatives
- Remain informed about Blossom LGBT activities and wider issues which affect its work
- Coach our CEO & other senior employees in your area of expertise.
- Ensure legal compliance with statutory regulations and reporting requirements.

What You Need To Bring:

We know that queer people have a harder time securing qualifications and expertise. This is why we don't specify a certain qualification to be appointed.

- Significant experience in one of the specified expertise areas in preferred.
- Strong commitment to our organisation's mission and values.
- Ability to contribute effectively to strategic discussions.

Directorship Experience:

While directorship experience is valuable, we welcome applications from individuals without prior board experience who demonstrate significant expertise in one of the specified areas.

For Blossom LGBT CIC to be industry leaders, we need to represent the entire community. We are particularly interested to speak with individuals from global majority ethnicities, people with physical disabilities, people of faith, and Transgender people.

We're proud that our paid team consists of:

- 40% queer, trans and intersex people of colour
- 100% trans or non-binary
- 60% Neurodiverse
- 20% disabled

We want to see our trend of representation and diversity continue into our board of directors & volunteer teams.



HOW TO APPLY

If you're ready to help us empower LGBTQIA+ young adults then we want to hear from you!

We operate a two phase shortlisting system, the initial shortlisting will be performed by Danielle Bekker who will share a shortlist with the board to conduct second round interviews.

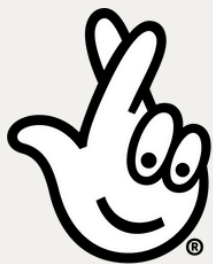
You can apply by emailing your CV and a cover letter to Oscar@Bossom.LGBT who will remove any potential bias causing information before sharing with Danielle.

EMPOWER! SUPPORTERS

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SPECIAL THANKS TO



Made possible with

**Heritage
Fund**



**COMMUNITY
FUND**



NEW HOUSE

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