



FINANCE & FUNDRAISING LEAD

*apply [HERE](#) before the end of 23rd
September 2024*

***ACCESSIBILITY:** please let us know if you have any
accessibility requirements which we might need to
consider in relation to the application or selection process.
any requests will not affect the decision making itself.*

*email miseryparty@gmail.com with any questions about
the role &/or the application process <3*

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KEY JOB DETAILS

Job Title: Finance & Fundraising Lead

Reporting to: misery directors (Aisha Mirza & Maymana Arefin)
Location: Hybrid, remote. London-based, with some chance of travel. Monthly in-person meetings in Stratford, East London.

Contract: Freelance, part time, flexible. No holiday or sick pay, payment on receipt of invoice. misery takes January off.

Note: you are responsible for your own taxes and employment status.

Pay: £25/hr

Hours: 14 hours a month to start - average 3.5 hours a week but flexible depending on fundraising deadlines (with chance of extension pending funding)

Duration: until October 2025 (with chance of extension pending funding)

Terms: 3 month trial period (December 2024) & review at 6 months (March 2025)

Open to: BPOC only

Application Close Date: 23rd September 2024

Interviews: 26th September 2024

Applicants Notified: 30th September 2024

Welcome Meal: 3rd October 2024

Role Starting: October 2024 (start date to be mutually agreed)

To Apply: <https://forms.gle/GPVakyRQbxG4UKYDA>



ABOUT MISERY

what is misery?

misery is crying at the party
misery is your emotional support stuffed animal that looks more depressed than you do
misery is being a fag and a dyke at the same time
misery is a 4 hour bath and a 7 day free trial
misery is that one piece of bum hair the beautician forgot about
misery is waxing your bum in the first place
misery is living in your overdraft but eating out anyway
misery is searching for a halal photo to send nani ji
misery is putting your headphones in at the back of the cab but not even listening to anything you just don't want to chat
misery is forgiving your younger self for the things they did to get you here
misery is your second hand binder
misery is falling in love with your therapist

misery is this too shall pass
misery is freedom is sorrow is moments of connection
misery is dissociation is remembering is moving through
misery is company
misery is me and you

misery, created in 2019 by aisha mirza & babetheory, is a radical mental health hub, sober rave, grief healing space and outdoor education programme based in london and led by and for queer, trans, intersex, black people and people of colour (qtibpoc) with lived experience of madness, mental health challenges, time in hospital, addiction, public service use, disability, medical and institutional trauma, medication and neurodivergence.

we co-create playful, accessible sober spaces, services, practices, parties and resources to cultivate communities of care that can support and sustain the collective healing and resilience of qtibpoc world over.

misery is a reminder that you're not too sensitive, it's mad out here.

check out our IG [here!](#)
watch misery medicine films [here!](#)
read interviews with Aisha about misery [here](#) & [here!](#)
watch Maymana be interviewed about misery [here!](#)

MISERY GOALS, ROOTS & DREAMS

what we do

we strive to cultivate generative ecologies of connection, care and solidarity that can support and sustain the collective healing and resilience of our community. we know first hand that healing and liberation is interwoven and by nurturing community care and addressing collective trauma, we seek to disrupt the growing privatisation of healing and the “self-care industrial complex”.

we work for and with global majority lived experience leaders to co-create accessible, playful, and transformative peer-led healing spaces, services

and resources by (un)archiving and (re)generating the vast wisdom, community resilience strategies and potential for joy that are abundant amongst our people.

our goals

1. to provide accessible, supportive and politically engaged events, spaces and services by and for qtibpoc to build community and help us to be in right relationship with ourselves, each other, and the land
2. to develop resources, research, artistic work, modalities and practices that facilitate healing and challenge dominant misperceptions about mental health, addiction, disability, trauma and neurodiversity
3. to promote leadership and development opportunities for qtibipoc with lived experience of mental health problems, madness, addiction, disability, trauma, and neurodivergence - within our communities, health and wellbeing settings, the arts and wider society

our roots

the work of creating communities of care is not new, nor invented by us. it is ancient work that exists within communities, cultures and species around the world. we continue the legacies and lineages of our ancestors and the artists, activists and community workers that have come before us and those around the world that are committed to this work.

we are inspired by our friends and lovers, the creative power of our communities and the care and mistakes of our parents and guardians. we give thanks and draw strength from the crip theory, disability and healing justice movements, black feminist theory and praxis, mad studies, queer of colour critique, transfeminisms, our dyke, faggot and gender divine siblings worldwide, wxtchcraft, dancefloors, transformative justice interventions, indigenous herbalists, generative somatics, revolutionary mothering, nurses, sex workers, teachers, survivors, carers, youth workers and black, brown, indigenous and diasporic spiritual traditions.

we have learnt that people are the experts in their own lives and believe that everyone should have the right to fail and the support they need to grow.

we acknowledge that harm is an integral part of the human experience, we are all capable of hurting others, and that experiencing harm is one of the many ways our lives, minds, and hearts adapt to the world. we are committed to staying accountable, as a politic of community care and integrity, and we ask the same of you. accountability is about honouring our commitments and taking responsibility for the impacts that our (in)actions and ways of being have on ourselves and those we are in relationship with. practicing accountability means seeking and listening to feedback, taking steps to address values and boundary misalignments, and committing to ongoing reflection and dialogue to make sure our strategies address root causes.

our work is rooted in the principles of healing centred harm reduction including trauma-informed care, agency, collaboration, intersectionality, consent and acknowledges the historical and on-going social, cultural, environmental and economic systems that constantly terrorise our communities including experiences of colonisation, anti-blackness and racism, sexism, homophobia, transphobia, classism, ableism and other oppressions.

our dreams (for a less miserable world)

we are dreaming of worlds where every queer, trans, intersex black, brown and indigenous person has access to a choice of abundant knowledges, resources, communities and mental health services that they need to sustain their wellbeing.

worlds that are safer, happier, healthier and more peaceful. worlds where we all work to acknowledge and minimise our own potential for intimate, interpersonal, structural and ecological violence, and, in doing so, resolve conflict compassionately.

worlds where we are all supported in alchemising our love and grief through play, consent, connection, boundaries, transformation and rest. worlds where you can cry at the party, if you want to.



FINANCES AT MISERY

We have a flat pay structure at misery, meaning everybody gets the same hourly rate, regardless of position. As of June 2024, this rate is £25/hr, which makes a 7-hour day rate £175. Not all roles are allocated the same amount of hours. The directors, with the help of the Finance Lead, will decide an average monthly hour allocation for each role, to ensure staff have an income they can rely on, and we also stay within the misery budget. Currently the directors both work around 6 days a month each, averaging 42 hours a month.

misery exists using money from a combination of grants, public fundraising efforts, collaborations with like minded organisations and private donations. Our community events and offerings are always available for free, and we have never collaborated with or accepted funds from brands. misery has always paid people for their work with us and does not currently have volunteers. All finances and monthly reports are accessible to all staff at misery.

GOVERNANCE AT MISERY



MISERY DIRECTORS

Aisha Mirza (co-founder & director since 2019)
Maymana Arefin (staff since 2021 & director since 2024)



MISERY STAFF

Operations Lead
Finance & Fundraising Lead
Access & Support Worker
...Other roles as we hire for them!



EXTERNAL COLLABORATORS, FACILITATORS, CONSULTANTS



While we have a flat pay structure, we do not have a flat organising structure.

The directors (Maymana & Aisha) make most decisions through consensus, and others independently regarding the different work streams that we are in charge of. Between ourselves, and with valued input from other staff and external consultants and collaborators, the directors will make final decisions about roles, finances, hiring, projects and the general direction of misery. This isn't necessarily forever, and we're open to learning about and experimenting with other governance structures. But this is how we see it working for at least another year.

WORK STREAMS AT MISERY

At its core, misery is a multidisciplinary mental health arts intervention for qtibpoc. Therefore, we change up, dip into, enrich and expand a wide range of offerings, depending on our mood, capacity and what we feel the community is asking for.

As currently the only two staff at misery, Maymana and Aisha are working across all internal work that needs to be done, including this recruitment process. In addition to that, external workstreams / events / offerings currently look like:

- **misery medicine** (herb, fungi & outdoor education programme) once a month in Bethnal Green
Directed by Maymana & in collaboration with external facilitators
- **misery meets: grief** (healing space) once every two months on Zoom
Directed by Aisha & Maymana & in collaboration with external facilitators
- **misery makes (book project)** to be announced
Directed by Aisha & Maymana & in collaboration with external facilitators
- **manchanda community library** (library project)
Directed by misery collaborator Claudia Manchanda & Aisha



JOB DESCRIPTION

The Finance and Fundraising position at misery is pivotal to the sustainability of the organisation, serving as the lead across all things money related! Collaborating with the Directors, the Finance Lead is instrumental in developing systems and using technology and relational skills to support misery's growth and evolving financial needs.

misery is currently a fiscally hosted project under [NSUN](#), meaning our money is held by them, and our invoicing and monthly finance reports are completed by them. Part of your role will therefore be in collaboration with NSUN, and eventually will look to take over the financial responsibilities they currently complete for us. But initially, we are happy for NSUN to continue being our fiscal host, so the Finance Lead will have more time to spend on fundraising.

We have never officially recruited, or had a role like this, and this is a really exciting moment to be part of the team, make a difference, and collectively imagine the future of misery!

- You will be the centre of misery's financial operations, alongside NSUN.
- You will be abreast of misery's finances & lead on budgeting for the organisation.
- You will be fundraising regularly for individual projects & core costs.
- You will be developing a long-term financial plan for the future of misery.
- You will be researching & networking with relevant organisations, funding bodies & public/private stakeholders.

Finance

- Work with the Directors & NSUN in establishing and maintaining financial management processes, including payroll, budgeting, expense tracking, and financial reporting.
- Assist with annual tax filing and the annual financial audit process.
- Engage in administrative finance tasks to support the smooth operation of financial processes.
- Develop a long-term financial plan for the future of misery.

Fundraising

- Fundraising regularly for individual projects & core costs.
- Researching & networking with relevant organisations, funding bodies & public/private stakeholders.
- Building long-term relationships with supporters and funders.
- Oversee the efficient recording of all fundraising income, past/present/future.

Ongoing Learning, Culture, Other Opportunities

- Participate in any training and staff development activities.
- Commit to open, kind and honest communication, and regular feedback.
- Attend misery staff meetings and retreats.
- Understand misery's ethos, and what is required to represent misery.
- Complete administrative tasks as assigned, and remain open and flexible to opportunities to contribute to misery's future.

PERSON REQUIREMENTS

Note: misery is currently run by a team of two disabled qtibpoc who work on it part time while juggling other freelance projects. Everyone is low on spoons, and so through this recruitment, we are looking for people who seriously have capacity to take this work on. We are therefore asking applicants to spend time checking in with themselves regarding their long term capacity before applying.

Qualities

- Resourceful, highly organised, punctual and communicative, with willingness to play a large part in developing their own role.
- Excellent understanding of boundaries in a community organising work context (yours & other people's).
- Adept at problem-solving, creative, playful and able to take initiative, when navigating challenges.
- Highly empathetic and skilful in written and oral communication across diverse audiences, with thoughtfulness and flexibility toward communication styles.
- Openness to giving and receiving feedback, with a willingness to engage in regular feedback exchanges.
- Genuine curiosity and enthusiasm for continuous learning and skill development.
- Dedication to personal play, rest, somatic, nervous system, and/or embodiment practices to support personal and professional wellbeing.
- Firm grounding in social justice principles, with a lived commitment to applying racial, gender, disability and economic justice lenses in personal and professional contexts.
- Time, enthusiasm & capacity for the work at hand.
- Genuine passion for misery's work & ethos!

Qualifications

- Demonstrated long-term experience in finance management.
- Demonstrated long-term experience in fundraising with very comprehensive knowledge of the public & private funding landscape in the UK.
- Experience in finance and fundraising administration and processes at a small non-profit, charity or grassroots organisation.

- Experience using contact management databases and accounting software.
- Confidence and experience with managing budgets across multiple projects at once.
- Ability to communicate financial information in an accessible manner, considering different ways of learning.
- Strong project management skills, including the ability to oversee and coordinate multiple projects, sometimes simultaneously, to anticipate challenges, and to engage stakeholders effectively.
- Exceptional communication skills, with an emphasis on clear, kind and consistent communication and follow-through on tasks and commitments.
- Proficient in utilising a range of digital tools and platforms, with the flexibility to learn and adapt to different technological environments and preferences.
- Experience in peer support, organizing, community work, qtipoc welfare, radical mental health, harm reduction, healing justice, decolonial practice, sex work, crip theory &/or social justice field.



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September 2024***

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Thank you for your time and we look forward to reading your application!
misery <3