

Bright Shadow Trustee and Chair Recruitment Pack

Spring 2024





Bright Shadow is a creative organisation where people with dementia and our supporters live well and enjoy making our own high quality art in Kent and Medway. As we continue to build upon and develop our ambitious work, we are seeking to add up to five new trustees, including at least two people living with dementia, alongside a new Chair of Trustees, to our existing board.

Welcome from Clare Thomas, Creative Director & Chief Executive

Bright Shadow is an extraordinary organisation that I have the privilege of leading, supported by a dedicated board of trustees and an exceptional team.

We are moving into the next phase of development for the organisation, having just marked 15 years at the forefront of developing creative practice with and for people living with dementia. Those 15 years have seen our work take place in care homes, community halls, individuals' homes, theatres, galleries and of course, online during the COVID-19 pandemic.

What makes Bright Shadow special is our unwavering commitment to offering regular and consistent access to creativity for people with dementia and their loved ones. A dementia diagnosis, or living with memory problems, all too often means that access to creativity and cultural activities, with the well-documented, hugely positive impact that they can have, diminishes. We exist to change that.



Welcome from Clare Thomas, Creative Director & Chief Executive



We have always worked together with people with dementia and supporters to develop our programmes and organisation – equality is central to our ethos. We're now extending and strengthening the ways in which people with dementia are involved, including on our board, a process we will tailor to the needs of those appointed.



Our award-winning, impactful work wouldn't be possible without our board, who champion what we do, help set the strategic direction and secure vital income, and who are individually and collectively dedicated to harnessing the power of creativity to change lives and build brighter futures for the one in three who will experience dementia in their lifetime.



If this sounds like work you're interested in supporting as a trustee, we'd love to hear from you.

Clare Thomas

What does Bright Shadow deliver?

Zest Groups are our flagship programme; regular groups who meet in locations across Kent and Medway weekly, and are joined by professional artists delivering high quality creative activities, across many artforms.

Zest at Home offering bespoke, stimulating creative sessions on a one-on-one basis in the homes of those for whom Zest Groups aren't the right fit.

Advocacy centring the voices of people living with dementia in all that we do

Creative training for professionals working alongside people living with dementia on a bespoke basis

Artwork created by citizen artists, developing skills and creativity, supported by professional artists



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A letter to our future Chair, from current Chair Alison Culverwell

I have been involved in supporting Bright Shadow's work from the very early stages of its existence; the time is now right to pass the reins on to a new Chair who can support the work of this remarkable charity. Ambition and joy aren't words you might typically associate with an organisation which works alongside people living with dementia, but that has been my experience.

In seeking a new Chair, we have had conversations between trustees and key staff about who we hoped might put themselves forward. There are skills, of course, that are useful in leading, and supporting the work of the Chief Executive, but the most valuable offer we have come back to is that of belief. Belief in the work of Bright Shadow, and its wonderful team of staff, volunteers, and trustees.

To still be delivering sessions to people living with dementia and their supporters after the shock-waves of the pandemic, and whilst still in the ongoing cost of living crisis, is no small feat. The creativity and agility of Bright Shadow, and commitment to continuing to co-create alongside people living with dementia, means Bright Shadow is a unique and special organisation to lead.

I look forward to seeing what your support will do for the ambition and reach of Bright Shadow.



Who are we looking for?

In conducting a wide search for new trustees, we're hoping there will be people who put themselves forward that we may never otherwise have been in touch with. So, if you don't see yourself represented here please do put yourself forward; this is in no way an exhaustive list. And if you are new to being a trustee, don't worry, training and support will be provided.

We are keen to hear from people with lived experience of dementia, whilst also recognising that other life experiences may give you insights and understanding that could help the organisation to develop.

- Do you have experience of working in or supporting larger charity structures, the health and social care sector, or fundraising and philanthropy?
- Are you an artist or arts sector leader?
- Are you living with dementia, or supporting someone with a dementia diagnosis?
- Are you a disabled person and/or someone who in other ways has rights under the Equalities Act 2010?

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Citizen Artist: Gill Ashington

Bright Shadow has had a big impact on my life. Everyone involved with Bright Shadow has treated me as an individual, with value and respect. Bright Shadow is essential for people like me. Learning and being seen and valued are so important. Enabling those with a diagnosis to live with quality and dignity. Bright Shadow has the potential to make huge differences to the quality of life of many people affected by dementia. Everyone's potential can be reached with support and backing. I hope you will consider joining us to help Bright Shadow grow and develop.

Bright Shadow has worked with Citizen Artist Gill Ashington since receiving her diagnosis in a number of ways, including a series of one to one sessions with photographer Jen Holland that led to an exhibition of her work at the Beaney in 2023, which was seen by 7000 people. You can read more about this on [our website](#).



What being a trustee at Bright Shadow entails

Key responsibilities as a trustee:

- Champion the values and work of Bright Shadow, including but not limited to our position as a disability equality driven, anti-racist organisation
- Ensure that Bright Shadow pursues our stated objects (purposes), as defined in our Charitable Incorporated Organisation (CIO) governing document, and does so complying with relevant charity law
- Ensure that Bright Shadow runs well, including having appropriate policies and procedures in place
- Ensure our financial stability through good governance
- Bring strategic influencing skills and contacts

And additionally, as Chair:

- Provide leadership to the organisation and the board
- Chair and facilitate board meetings, including agenda setting with the Chief Executive
- Support the Chief Executive including through an annual appraisal
- Represent Bright Shadow at functions and meetings, and act as a spokesperson as appropriate
- Bring impartiality and objectivity to decision-making

Length of service: This is typically an initial three-year appointment; you may choose to stand down or be re-appointed after this time.

Time commitment: There is a board meeting each quarter, one of which is also our AGM. We'd anticipate contact between meetings, typically via email. We will also have an annual away day.

Recompense: This is a voluntary position; Bright Shadow reimburses expenses incurred whilst carrying out trustee duties.

Personal development: Training, support, and mentoring are available to all trustees.

The board is serviced by the Finance & Operations Manager alongside the Chief Executive.

What's next?

One or more of the following steps may be useful to you:

1. Reach out to us to arrange an informal conversation via recruitment@brightshadow.org.uk
2. Arrange to come along to a Zest session, and get to know more about our work
3. Come along to our Open Forum in Hythe on 1 June

To apply, please send in your CV with a covering note about your interest, and whether you would like to be considered as a trustee, or as Chair, to recruitment@brightshadow.org.uk.

We will review interest and interview as appropriate on a rolling basis; we intend to invite shortlisted candidates to our next board meeting on **15 July 2024**, then to onboard new trustees in time for our October meeting.

Bright Shadow CIO

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Photo credits: Jen Holland,
Gill Ashington, Miriam Simmons