

Chair of Trustees

Becoming a Dorothy House Trustee



Welcome

Thank you for your interest in Dorothy House and in this unique opportunity to join our Board of Trustees with the intention of becoming our next Chair. Dorothy House has a proud history of providing personalised palliative and end of life care, supporting patients and families with compassion, dignity and expertise at some of life's most important moments.

As we look to the future, we are entering an important period for both Dorothy House and the wider hospice sector. Demand for care continues to grow, expectations are evolving and the environment in which charities operate is becoming increasingly complex. At the same time, there are exciting opportunities to strengthen our impact, build new partnerships and shape the future of care for the communities we serve. The appointment of our next Chair will play a key role in helping us navigate this next chapter.

We are seeking someone who shares our values, our ambition and our commitment to making a difference. I hope this pack provides a valuable insight into Dorothy House, the opportunity ahead and the contribution you could make. We look forward to hearing from you.

Francesca Thompson
Interim Chair of Dorothy House Board of Trustees





About us

Dorothy House offers care, comfort and compassion to people in the last 1,000 days of their lives. We're here when it counts, helping people to live well, die peacefully and feel supported in bereavement. For the past 50 years, we've provided free, personalised palliative and end of life care to thousands of people in our region, combining excellent care with practical and emotional support. We're only here because of the support we receive from those communities. Our story is their story and it's personal.

Death comes to us all. Accepting this helps us find meaning and a deeper love for life in all its shapes and forms. At Dorothy House, we may not be able to add days to life, but together we can add life to days.

We deliver specialist palliative and supportive care. We collaborate with organisations locally and internationally to improve people's lived experiences. We empower people to play their part and live life to the full, whatever their condition. There's always something that can make a difference.

Death is part of life. End of life care is for all.

Our care in numbers

Numbers from FY25/26

592

professionals trained



21,498

home visits by our community teams

30

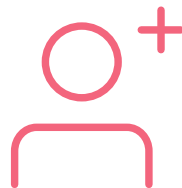
shops funding care locally

7,000+

people estimated as being reached via light touch support

4,785

family and bereavement support contacts made



patients in the community saw an improvement to their depressed mood



patients in the community reported reduced pain

12%

growth in fundraising income



£9k

generated in our shops by donated, end of line new goods



Average review score on iWantGreatCare:



4.93
5 stars

4,167

people directly cared for through specialist end of life care

94%

of care delivered in the community or at home

3x

increase in digital resource use



1,364

volunteers supporting retail, care and community services

318

people supported with will and funeral planning

3,075

calls answered by our 24/7 Advice Line



Our strategy 2025-28



Meet the Board and Executive Team

The Role of the Board

The Board of Trustees is responsible for safeguarding Dorothy House's charitable purpose and ensuring the organisation remains sustainable, accountable and effective. Trustees bring independent oversight, strategic thinking and diverse perspectives, helping to guide the charity's long-term direction while ensuring decisions are made in the best interests of those we serve.

The Role of the Executive Team

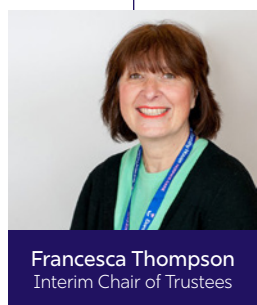
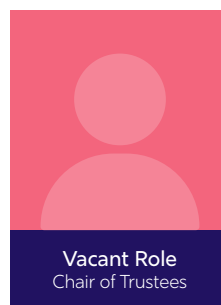
Led by the Chief Executive, the Executive Team is responsible for the day-to-day leadership and management of Dorothy House. This includes delivering the organisation's strategy, leading staff and volunteers, managing resources and ensuring the provision of high-quality care and support across all services.

The Chair and Chief Executive Partnership

A strong relationship between the Chair and Chief Executive is central to Dorothy House's success. Built on trust, openness and mutual respect, this partnership helps ensure clear accountability, effective decision-making and alignment between the Board's strategic oversight and the Executive Team's operational leadership. Together, they help create the conditions for Dorothy House to thrive and maximise its impact for patients, families and communities.



Board of Trustees



Executive Team



Wayne de Leeuw
Chief Executive Officer



Tony De Jaeger
Deputy CEO and Director of Finance



James Byron
Director of Marketing and Engagement



Penny Agent
Care Services Chief Operating Officer



Liza Pinching
Director of People and Services

Being a Trustee at Dorothy House

Helping shape the future

As a Trustee, you will help steward an organisation that supports thousands of people and families each year. Working alongside fellow trustees and the Executive Team, you will contribute your experience, perspective and judgement to help Dorothy House remain strong, sustainable and responsive to the communities it serves.

What Trustees bring

Our Trustees come from a range of backgrounds but share a commitment to:

- Supporting a cause that makes a profound difference to people's lives
- Thinking strategically and focusing on long-term impact
- Contributing to thoughtful discussion and collective decision-making
- Providing support, insight and constructive challenge
- Championing the values and mission of Dorothy House





Chair of Trustees

Leading with purpose

The Chair plays a unique role in bringing people together around a shared vision and creating the conditions for the Board and Executive Team to succeed.

The next Chair will help guide Dorothy House through an important period in its development, ensuring the organisation remains ambitious in its aspirations while staying true to its values and charitable purpose.

Beyond the Board meetings

The Chair is also an important ambassador for Dorothy House, helping to build relationships, raise the charity's profile and champion the importance of palliative and end of life care across the wider community.

The impact you could make

This is an opportunity to help shape the future of one of the region's leading hospices. Through your leadership, influence and commitment, you will help ensure Dorothy House continues to be there for people and families when they need it most.

Practical information

Time commitment

The Chair will attend Board meetings, committee meetings and strategy, development and engagement events throughout the year. We estimate a commitment of up to one day per week, including reading and preparation time.

Trustee eligibility

Trustees must be eligible to serve under Charity Commission regulations and be able to demonstrate a commitment to Dorothy House's values, mission and charitable purpose.

Term length

The Trustee term is for three years, renewable to a maximum of nine years. (3x3-year terms). A Trustee can hold the position of Chair for a maximum of two terms. (six years)





“ Our Trustees are hugely important, not only to me and my Executive Team colleagues, but to the wider Dorothy House community. Providing challenge and accountability, we couldn’t serve our communities as we do without the dedication and expertise of our Volunteer Trustees. The role of Chair is even more integral to the future success of Dorothy House, not only setting the direction of the Hospice, but acting as an external ambassador to promote and amplify the brilliant work of our teams.”



Wayne de Leeuw
Chief Executive Officer

If you would like any further information about this role,
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