



# Information Pack

## Recruitment of Trustees and a Chair of the Board



The Grade II\* Grange – the residential heart of the Estate.

“Geomancers would undoubtedly label this singular place as a vortex of invention and nature – a rare alchemy that will surely inspire innovation and gift the world new ways of thinking and seeing.”

-- **Philip Himberg,**  
**Sundance Theatre Labs and The MacDowell Institute**

## Building a place where creativity becomes inevitable

The Bretforton Grange Estate is on the cusp of an extraordinary transformation. We are embarking upon a pioneering campaign to restore and repurpose the historic estate to create a world-class residential centre for creative excellence, education, and innovation in the performing arts. We are looking for incredible individuals to join us in creating a place that invests in the future of live performance, unites the cultural community, and inspires groundbreaking new work. As a Trustee, you can play a crucial role in not only shaping our future, but also the future of the performing arts.

# The Vision for Bretforton Grange

With secluded grounds, numerous development, rehearsal and performance spaces - as well as its residential facilities - the estate is uniquely set-up to preserve creative practices and nurture lifelong creativity. Our rare combination of assets provide the time and space to accelerate the development of new theatrical work whilst simultaneously nourishing the physical and mental wellbeing of the artists who create it.

Alongside this mission, we must conserve and restore our historic estate to ensure it remains fit for the 21st century and beyond.

Paramount to our success and continued independence is ensuring financial sustainability. The Charity aims to protect and grow its endowment and the income it generates, while at the same time increasing its ability to raise further income through commercial means and diversifications, such as through weddings / event hire, festivals / programming and being an educational resource.



Theatrebarn - 178 seat medieval tithe-barn theatre

## Our Charitable Purposes

### **Creating a residential centre of excellence to develop the theatre of the future**

We believe in the magic of shared space and oxygen, particularly when it comes to exploring and generating new ideas and work. In a world where opportunities for creative practitioners to be physically together in a supportive and safe environment are becoming increasingly rare, our facilities will allow collaborators the chance to be together in one place. With numerous flexible spaces, specifically designed for creative development, we can stand out as a place which puts inspiration first and optimises the creative process, allowing for experimentation, failure, creative alchemy and play.

## Supporting creative freelancers

The pandemic exposed the harsh realities faced by freelancers in the theatre industry. We believe that the days when artists expected to suffer for their art are over; they need to be nurtured, celebrated and enabled to fulfill their potential. We can offer them a reminder of why they came into the industry in the first place: the pursuit of excellence, passion, and the collaboration of people. As a meeting place for freelancers, we will also encourage the passing on of industry skills through generations; the past preserving the future.

## Working with our local community

Bretforton Grange has a history of being a proud member of its local community. As well as received performances in Theatrebarn, it will offer opportunity as it arises to see the progression of work as it is created and develops on site - "a glimpse behind the curtain". It will remain at the heart of its community, committed to ensuring that everyone can benefit from its assets. Our cultural offering will be accessible to all, and everyone will be invited to participate.



A place to stay and create



A place for community



A stage to experiment

## Next Steps

Before fully re-opening the site, vital capital projects must be completed.

- The restoration and renovation of the historic Grade II\* Grange is central to achieving our aspirations. The Charity has already invested £1.8 million of its endowment to make the building structurally secure and watertight, but substantial further investment is needed. Without a residential offering, we are local; with it, we are a national and international destination.
- To fulfil our commitment to enabling participation in the Arts for all, the accessibility of the whole site must also be addressed within the limitations of heritage.
- In line with our values, we are committed to moving away from fossil fuels and investing in more sustainable energy solutions to significantly reduce our environmental impact and operating costs, creating a more sustainable and resilient future.

Across the site, these projects are expected to cost c.£5 million. Trustees are now preparing a fundraising campaign and resources to deliver this transformation

# A Brief History of Bretforton Grange

King Offa gave the land to Evesham Abbey in the 8th Century, who built the monastic Grange on the site in the 14<sup>th</sup> Century. It was then converted into a private residence in the 16th Century, with the final residents in the 20<sup>th</sup> Century, James Wellman and David Swift, using it as both a home and as a place for the performing arts and fine dining. The estate has been continually reimagined over time, and each of these adaptations has contributed something to the character and configuration of the estate.

Although the primary function of the estate - as sanctuary, farm, home and place of entertainment - has shifted through time, it has always been a place where work, residence, culture and community combine. It became a Charity under the direction of Wellman and Swift, who left us the legacy gift of both the site and a financial endowment.

The vision for the Charity was established when Dafydd Rogers, a Multi Olivier and Tony Award winning Producer and experienced Arts Administrator, took on the job of Executive Director of Bretforton Grange with a refreshed Board of Trustees.

## The Current Trustees

Robert Anstey - Investment Banking

Kate Buckham - IT Marketing

Jason Lewis - Property Law

Eleanor Lloyd, OBE - West End Theatre Producer

Guy Schanschieff, MBE DL - Entrepreneur and Founder of Bambino Mio

Rachel Tackley - Creative Director

Tamsin Wimhurst - Historian and Founder of David Parr House

## Recruitment of a Chair and Trustees

This is a rare opportunity to be an integral part of building something important from the ground up and creating a truly transformational charity which can change the cultural and theatre landscape forever. You will have the opportunity to work alongside a dynamic and committed team of fellow trustees and executive staff to achieve that goal.

We are seeking passionate Trustees and a Chair. As a member of the Board, you will play a key role in enabling the Charity to achieve its desired future, ensuring that it operates in accordance with its charitable objectives and complies with governance legislation

Ideally you will be a creative strategic thinker who is able to think along unconventional lines, able to balance long-term planning with day-to-day operational demands, and have a deep commitment to promoting cultural diversity and inclusion. You will be able to work collaboratively with others, putting the needs of the Charity ahead of the ego of the individual and be willing to roll up your sleeves to get the job done.

We welcome applications from all sections of society; asking only that you share our values and are committed to making a massive and positive impact in the world especially for the communities we serve.

## What it would involve

- Attending four Board meetings per year (currently on a Friday afternoon) in Bretforton.
- Online sub-committee meetings as required.
- It is a voluntary position, but reasonable out-of-pocket expenses are paid and we are open to applications from candidates who would require compensation for their time. All new Trustees will have appropriate training and an induction process.
- The role of the Board of Trustees includes ensuring that compliance with governance legislation is met and the financial stability of the organisation is protected as well as safeguarding the reputation and values of the charity by guiding and testing the decisions or proposals of the executive team.

## Skills

We are specifically looking for expertise at this time in the following areas, but also welcome applications and interest outside of these sectors:

- **Finance / Accountancy**
- **Fundraising**
- **hospitality especially in Heritage / Weddings**

## Role of the Chair

### Leadership, Governance and Advocacy

- To lead and work collaboratively with the Board of Trustees and senior management team to ensure Bretforton Grange & Theatrebarn achieves its charitable and strategic aims and objectives
- To ensure the effective running of Board meetings, encouraging contributions from all Board members and leading to clear decision-making
- To ensure the Board fulfils its duty to ensure the future sustainability of the Charity through regular scrutiny of finances, risk, policies, procedures and complies with its governing document, charity law, and relevant legislation and regulations.
- To ensure the Board of Trustees is regularly refreshed, appraised and reflects a balance of skills, knowledge, and experience needed to govern the charity effectively, prioritising diversity in all its forms.
- To act as an ambassador for Bretforton Grange & Theatrebarn as well as opening your address book and introducing contacts while representing the Charity at external functions as appropriate.

### Relationship with Executive Director:

- Establishing and building a strong, supportive and effective relationship with the Executive Director, ensuring regular contact and support (ideally weekly).
- Holding the Executive Director accountable for achieving strategic objectives as well as offering and monitoring the support needed to achieve this, including opportunities for personal development and conducting their annual appraisal.

### Personal Qualities and Experience:

- Demonstrates a strong passion and commitment to Bretforton Grange & Theatrebarn, its mission, vision, values and its strategic objectives and has the time to execute the role effectively.
- Ideally possesses a proven track record in delivering large-scale projects and having the ability and contacts to aid the Charity in delivering its aims. Experience in leading capital projects and the fundraising associated with this would be welcomed.
- Possesses exceptional leadership and interpersonal skills, and the ability to build positive relationships, motivate and bring people together.
- Desirable experience and expertise in charity governance, financial management and a broad understanding of charity finance issues.

# Applications

If you are compelled by our mission and are keen to be part of building a pioneering project to shape the future of the creative industries, we would love to hear from you.

Initially we would ask you to send your cv and a covering letter for consideration on why you are interested in becoming a Trustee / Chair, the experience and skills that you could bring to the Board and whether you have any relevant experience.

Following your application, if shortlisted, we will invite you to have a tour of the site with the Exec Director. The next step is to have an informal meeting with one of the Trustees and attend a Board meeting so you can see the dynamics of the Board after which a mutual decision can be made.

If you would like to be considered, please send all this to Rachel Tackley, our current acting Chair (rachelmackley@icloud.com) ) and please put either 'Trustee' or 'Chair' in the subject line. If you would be happy to be considered for either role, please put 'Trustee or Chair'.

