

THEATR BRYCHEIN!OG



TRUSTEE *Recruitment Pack*



Theatr Brycheiniog

The Big Picture

Theatr Brycheiniog is Mid Wales' principal space for Theatre, the Arts and Culture. We are an independent theatre and charity, enjoying vital support from the Arts Council of Wales, our excellent Brecon Town council and independent grant funders that is balanced by earned income and fundraising. Turnover is currently about £1m a year and growing. We have a core staff of 25 with a similar number of part time and casual employees. We present inclusive and diverse arts programmes through a high-quality and unique visitor experience which engages, entertains and challenges audiences.

The Theatr enjoys a beautiful waterside location in Brecon – sat in the heart of the Bannau Brycheiniog National Park and boasts impressive community engagement, attendance and visitor numbers. We host a wide-ranging offer of both professional and community partners' work, in the 470 seat (600 standing) flexible theatre auditorium, a 120 seat studio/rehearsal space and a flexible multiple-use gallery. Other services and spaces at the Theatr include a bar, canal side café, shop and ticketing centre.

We host a wide variety of professional arts practitioners – from Welsh National Opera, Opra Cymru, Mid Wales Opera and the BBC National Orchestra of Wales to the best of Welsh touring theatre companies, including Theatr na nŌg, Theatre Genedlaethol Cymru, Theatr Clwyd, Theatr Iolo, Arad Goch and Frân Wen. Dance offerings include National Dance Company Wales, Ballet Cymru and our proudly pioneering Brecon Festival Ballet. We are home to a rich range of events that draw international talent and audiences including the Brecon Baroque Festival, Brecon Jazz and the Brecon Choir Festival. We also showcase the amazing work of our long-running community theatre companies, Brecon Little Theatre and the Westenders.

We are especially proud of the work done in our home to nurture young talent. We host a wide range of community organisations which engage, inspire and develop performance skills across music, dance, and theatre. We look out for our older generations as well, with one of the busiest and most successful u3a (University of the Third Age) groups in Britain. And health and wellbeing opportunities are there for all with everything from Tai Chi to Taiko drumming with a little light Pilates to round off your day.

Our vision is to impact the cultural life of Wales for all of us as the leading cultural venue in the heart of Wales. We reach everyone we can with enriching, engaging creativity, involving and delivering to the people of Wales and our many and varied visitors. We continually provide inclusive, diverse and evolving arts engagement and a unique high-quality visitor experience that inspires, excites and challenges as widely and accessibly as possible enhancing all of our well-being.

The Big Ambition

Like many mid-scale venues across the UK, we have faced – and continue to face a number of financial challenges. We are navigating our way through the ongoing impact of the cost-of-living crisis, inflation and changing audience behaviours. We are building a new and sustainable financial model that allows us to adjust to these changed times and evolve what we do to best serve all members of our Theatr Brycheiniog family and the wider community of mid Wales.

Leading that work is our Director, Eleri B Jones. Joining us in January 2024, Eleri brings a wealth of acting and directing experience. She was the joint first recipient of the Carne Trust Traineeship for Directors in Wales. The pioneering scheme, based at Theatr Clwyd and backed by the ACW is designed to give directors with ambitions to run their own theatre a thorough training in every aspect of venue operations.

We have already made a good start in transforming our building and our ambitions for the future. Last year saw the completion of £250,000 of refurbishment of the front of house areas with funding coming from European Social Funds via the WCVA and ACW. We were also able to replace auditorium seating. This year began with a substantial grant from the ACW to replace our expensive and outdated stage and auditorium lighting with energy efficient LED units. Meanwhile, an extensive £2m refurbishment is underway to replace windows, external doors, toilets, lifts and air handling systems around the building as we and the arts sector strive towards a more environmentally friendly future. Funding comes from the UK Levelling Up Fund to Powys County Council who own the building with completion leading to the start of a new 25-year lease by Theatr Brycheiniog.

To maintain the appropriate support, accountability and oversight to this work, we are also refreshing the membership of our board of trustees. During the summer of 2024 we are co-opting three additional trustees with specific skills which are currently missing or about to be lost from among our existing membership. We are also launching a public recruitment exercise designed to expand the skills base and the diversity of our board. We want to hear from potential trustees who can support our work as some of our most long serving colleagues stand down at the end of their period of office in the autumn. If you want to be part of the next stage of our journey, we'd love to hear from you. Read through this pack and get in touch with my colleague Hilary Davis on her email listed under 'how to apply', below.



Chair of Trustees,
June 2024

The Role of Trustee

Introduction

Theatr Brycheiniog is both a registered charity (accepted by the Inland Revenue as a charitable organisation in England & Wales) Charity Reg. No 1005327 and a company limited by guarantee, Co. Reg. No. 2446965 having no share capital, and is governed by its charitable objects and Memorandum and Articles of Association. The company limited by guarantee is non-profit distributing.

All members of the Board act as Directors in company law and as Trustees. As a Director you have certain legal, financial and fiduciary duties under company law and as a Trustee you must also comply with charity law. The Board may also have responsibilities placed on them by funding bodies.

Even though many of these duties are delegated to staff, and the Board must make clear decisions about such delegation, the ultimate responsibility for every aspect of the Company's operation lies with the Board of Directors. It is therefore important that all Board members ensure that they understand the history of Theatr Brycheiniog and its current vision and position, and keep abreast of other issues that might affect the company.



Personal Attributes and Role Requirements of Board Members

- An enthusiasm for and general understanding of the work of Theatr Brycheiniog.
- A commitment to carry out the duties of a Board Member.
- The ability to work as a member of a team and a willingness to state personal convictions and, equally, to accept a majority decision and be tolerant of the views of other people.
- To be a respected member of the community with an ability to network and good connections with business or community or voluntary sector constituencies. Board members should be prepared to provide support and assistance to staff through their contacts and with fundraising and outreach work with the private, voluntary, and statutory sectors.
- To keep an up to date understanding of the procedures and policies of the organisation and willingness to develop, contribute to, review and deliver them.
- To support fellow Trustees, staff and volunteers at Theatr Brycheiniog and provide feedback, support and guidance within accepted frameworks for each.
- A preparedness to offer personal and business skills and experience to support the work of the staff, when required.
- A commitment to be well informed about the work of Theatr Brycheiniog.
- A willingness to act as a champion for Theatr Brycheiniog.
- The ability to treat sensitive information confidentially.

Trustees are expected to:

- Attend quarterly Board and sub-committee meetings, and to read papers in advance of these.
- Attend the AGM.
- Attend events and performances and have a degree of preparedness for ad hoc meetings.
- Participate in other tasks as arise from time to time, such as interviewing new staff, helping with fundraising.
- Keep informed about the activities of the organisation and wider issues which affect its work.

Current skills requirements

Theatr Brycheiniog acknowledges the need for the following areas of expertise:

- The arts and artistic programming
- Venue management
- Diversity & inclusivity
- Finance and legal issues
- Community outreach and engagement

Good business networks are also valued.

We would especially like to hear from those interested who are Welsh speakers.

Whilst Board Members are generally drawn from within the catchment area of Theatr Brycheiniog, we are keen to stretch this reach to other geographical areas to fulfil requirements for particular skills.

The Board will carry out a regular audit of its skills and consider what networks can be accessed to recruit missing skills. It is the policy of the Board to operate an open and inclusive selection process when recruiting new Board members.



Photo courtesy of Theatr na nŌg

Commitment

Trustees are expected to attend quarterly Board meetings which are held on a weekday evening, 6pm to 8pm. In addition, supporting sub-committee meetings are held quarterly with a schedule to suit attendees.

Dates for meetings are set twelve months in advance.

Attendance may be via Zoom/Teams for those not living locally.

Any Trustee who regularly fails to attend a minimum of 50% of meetings may be asked by the Chair to resign.

The post is voluntary but Trustees may claim travel expenses where appropriate.

Review

The Board will review its own performance annually.

Term of office

Board membership is reviewed continually by the Board with an established rotation and term of office meaning that the Theatr will require new candidates most years. Board Members can be co-opted onto the Board, following a recruitment procedure and can be nominated at the AGM for members where they can stand for two terms of three years. Following this they must stand down, but the Trustees can in exceptional circumstances (lack of numbers to be quorate, or for specific requisition of skills) decide to offer a third term.

How to apply

To discuss the role further or to request further information and an application form please email Vice Chair, Hilary Davis (hilary@brycheiniog.co.uk).

