



Trustee Recruitment Pack

Miracle Theatre has been making inspiring, innovative, moving and funny productions for over 47 years.

As a company we're on the brink of a new era; we're in a planned and phased succession to new artistic leadership, our talent development and youth work is expanding and some of our long-standing Board members will be stepping down over the next year.

Before they retire we are looking for passionate and committed people to take the baton and join us as we help steer Miracle into its next phase.

This is an exciting time to be part of Miracle Theatre. As a trustee you would support the company's mission to continue making theatre that tours rurally, reaching everyone in their places, their towns, villages and communities, and play a vital role in guiding and safeguarding our future.

Miracle Theatre Trust, Unit 3, Commercial Road, Penryn, Cornwall, TR10 8FG

www.miracletheatre.co.uk

Registered charity number : 1092029



Who we are

Miracle Theatre's first show was a production of 'The Beginning of the World' back in 1979. Since then the company has created and toured 78 productions, a mixture of fresh and accessible adaptations of classic plays and productions of new writing.

Founded in Cornwall by Bill Scott, our current CEO and Co-Artistic Director, Miracle continues to tour, most recently (2026) a production of Peer Gynt which has reached audiences far and wide to huge acclaim.

The Miracle office is based in Penryn where a small team takes care of the admin, marketing and fundraising required to support the artistic and youth development work. We are implementing a planned artistic succession process as Bill Scott works alongside Sally Crooks the company's Co-Artistic Director, to hand over the artistic reigns of the company.

We bring 'big' shows to 'little' venues across the south west, setting up in village greens, castles, gardens or village halls right across the wider south west region.

Our Small Miracles Programme offers opportunities for young people to explore their creativity through a range of workshops, a young company, schools partnerships and other initiatives.

We are a National Portfolio Organisation (NPO), funded by Arts Council England and Cornwall Council.



What we do

Touring Productions	Outdoor summer tours (c. 50 performances at up to 30 venues), as well as indoor theatre tours in the winter months.
Artist development	Supporting individual artists and emerging companies, employment, on-the-job training, and resource-sharing.
Community engagement	Encouraging new audiences and making theatre accessible to all.
Collaborations	Working with other organisations to explore opportunities and pursue new ways of working.
Youth Programme	We give young people the experience that theatre is a natural and enjoyable social activity, by targeting mixed-age audiences, and through our Youth Engagement Programme





Why we are recruiting?

We have been hugely lucky to have a long-standing Board made up of brilliant people with a range of skills and backgrounds. In due course, once we complete recruitment, some of our long-standing trustees will be stepping down.

Who we are looking for?

It is important to us that we have a Board with a broad range of skills and backgrounds; a diverse Board that is representative of our communities. Previous Board experience is not a requirement, we are looking for people with a love for and or interest in theatre and for people with both lived and professional experience. We are particularly interested in hearing from people who have expertise in income generation, Human Resources, Legal and Digital disciplines and those currently under-represented in the arts and culture including, but not limited to, the Global Majority, under 30s, people from rural and/or working class backgrounds, disabled candidates and the LGBTQ+ community.

We are committed to ensuring that our recruitment process is fair, accessible and inclusive. If there are any adjustments that would help support you in your application, please do let us know when you apply.

What does the trustee role involve?

Ensuring	that Miracle is well managed and financially viable.
Monitoring	risk and performance and ensuring they are regularly reviewed and managed.
Overseeing	the implementation and review of appropriate policies and procedures.
Measuring	impact and delivery against the requirements of funders and stakeholders.
Contributing	to the strategy and development of the company.
Championing	the work of Miracle Theatre.



Legal Responsibilities

Duty of Compliance	Ensuring that the charity complies with its governing document, charity law, and any other relevant legislation or regulations.
Duty of Care	Using reasonable care and skill in your role to ensure that the charity is well run and efficient.
Duty of Prudence	Managing the charity's resources responsibly, ensuring that assets are used for charitable purposes and risks are assessed and managed appropriately.
Conflicts of Interest	Declaring and managing any personal or financial interests that could be seen to affect your decision-making.
Financial Oversight	Ensuring that the charity's financial affairs are conducted properly and transparently.
Acting in the Charity's Best Interest	Making decisions that are solely in the best interest of the charity and its beneficiaries.

For further details, you can refer to guidance from the Charity Commission at www.charitycommission.gov.uk.



Time Commitment & Responsibilities

Meetings	Trustees are expected to attend five board meetings a year including the AGM and an away day.
Cornwall	Meetings are always in Cornwall in various locations, and are usually in person but trustees can attend online when necessary.
Ambassadors	Trustees will act as ambassadors for Miracle Theatre, championing our work and willing to help secure new opportunities for future success.
Representing	Trustees are expected to make every effort to attend Miracle productions and their presence at events, such as opening nights, is encouraged and appreciated.
Expenses	The role of a trustee is voluntary, but reasonable expenses (e.g., travel and childcare costs) will be reimbursed.
Term	Trustees serve a three-year term, with the possibility of re-election at the end of the term. Trustees can step down at any time.



How to Apply

If you are interested in joining our Board, we'd love to hear from you!

We do have a [form](#) which has space for written answers and an option for you to provide details by audio recording, video, or another format if you prefer.

If you need this information in an alternative format or require any adjustments during the recruitment process, please contact us and we'll do our best to support you.

Deadline for applications Monday 16th November 2026, noon

If your application feels like the right fit for both parties, we will invite you to a meeting with our Chair, our Co-artistic Directors and a member of our board.

For an informal chat about being a Miracle Trustee please email Mandy Berry, Chair of our Board at chair@miracletheatre.co.uk

For more information about the governance of charities and the role of trustees, visit: www.charitycommission.gov.uk.

