

Annual General Meeting – 11 December 2018

Election of Trustees Retiring by Rotation

Alison French



Alison has lived in Brighton since the mid-1980s but spent her thirty-year career as a civil servant based in London. She worked for several government departments, including Customs, the Cabinet Office, HM Revenue & Customs (HMRC), the Ministry of Defence and the Department for Business, Innovation and Skills, in a range of different jobs. The later years of her career took her into HR and change management. She was HR Director for Customs and the Inland Revenue during their merger to create HMRC and Director, Civilian Personnel in the Ministry of Defence before she took early retirement in August 2011. Since then, she has taken the opportunity to get more involved in the local community and joined Impetus as a trustee in December 2011. She is married with two grown-up daughters and enjoys reading, yoga and learning Spanish as well as volunteering for Samaritans.

Steve Hare



Steve Hare is the Chief Executive of Age UK East Sussex. He is a values-driven senior manager with over 25 years of experience of working in the voluntary and community sector. He has a background that includes working in a wide variety of roles and a broad range of issues such as homelessness, mental health, domestic violence and alcohol and substance misuse. A successful fundraiser with a strong track-record in statutory, corporate & voluntary income, and from grant-giving trusts, he also has notable social enterprise experience. This includes running commercial trading, retail operations and client-services, raising income for charitable purpose and promoting sustainability. Steve has 6 years direct experience of managing volunteer programmes. He understands, and is passionate about ensuring diversity of opportunity. He lives in Brighton and is a keen marathon runner. Steve is currently the Chair of the Board of Trustees for Impetus.

Natalie Orringe



Natalie has worked in PR and marketing for over 15 years. During her career, Natalie has worked with organisations within the public, charity and corporate sectors specialising in campaigning, reputation management and content strategies. This has included working for charities including Age UK, The UK Community Foundation network and in the careers and skills space for organisations including Barclays LifeSkills and The Careers and Enterprise Company. Beyond her day to day role, Natalie campaigns for those with speech and language difficulties through the RALLI YouTube campaign that to date has reached more than half a million people. Natalie lives in Brighton and is passionate about supporting the local community, becoming an Impetus trustee in April 2016.

Alison Penn



Alison currently works in the Faculty of Arts and Social Sciences at the Open University. She is a tutor and lecturer in Social Policy and Criminology. She is also an Open Media Fellow in the faculty, which involves partnership working with BBC TV and Radio Productions as well as the development of free learning on OpenLearn. She has over 25 year's experience as a freelance research consultant and trainer in the voluntary sector. This included roles as Impact Assessor for the King's Fund and Associate Trainer with the Charities Evaluation Services. She has a specialism in developing monitoring and evaluation frameworks. Alison's involvement in the voluntary sector goes back to the 1980s when she worked in the Greater London Association for Disabled People. Since then she has been active in community development in East Sussex, as volunteer, trustee and paid worker.