



TIME TO

SHINE

The Rank Foundation  
a pebble in the pond

 COMMUNITY FUND



# INTRODUCTION



Time to Shine is a leadership programme established by The Rank Foundation, currently celebrating 10 years since inception. The programme evolved in response to the increasing demands within the social sector to improve the range of business capability skills and to address the wide-spread challenge of under-employment experienced by many people. To date, more than 300 Time to Shine leaders have worked in over 200 charities and social enterprises across the U.K.

The programme has been designed to address organisational development needs within a social enterprise or charity and to enable a leader with the right skills mix, talent and work ethic to experience a 12 month full-time paid position within a supportive work environment. The programme’s distinctive culture incorporates a range of personal and professional development activities for both the leader and the line manager.

The programme aims to bring about sustainable improvements to the charity’s performance, boost employment prospects and aspires to bring talented people into the social sector as a career of first choice.

The programme is unique and designed specifically around the capacity needs of the charity and the professional development needs of the Time to Shine leader. The placement does not replace a core function but often offers the opportunity to test new areas of work that may lead to a permanent post or new ways of working.

In partnership with the National Lottery Community Fund, this year there are 54 leaders. The charities and social enterprises address many significant and deep-seated problems in society such as digital bullying, food poverty, loneliness among older people and rural isolation. These organisations face different challenges externally but share similar organisational needs internally such as improvements to marketing, PR, fundraising, research, social media, and I.T. systems. The Time to Shine leaders are specifically recruited on merit of their skills set and work ethic. Over the 12-month period, they are tasked with improving the host organisation’s capacity to deliver services in the longer term.

Taking on such roles in the social sector is definitely not the easy option but the rewards in terms of feedback from managers and peers and opportunities to develop professionally are plentiful. The programme helps the Time to Shine leaders to build their confidence not only about their skill set but also about who they are and how they can make a lasting and significant impact on the success of the host charity for years to come.

**CAROLINE BROADHURST / THE RANK FOUNDATION**

## THE NATIONAL LOTTERY COMMUNITY FUND



The National Lottery Community Fund have been working with The Rank Foundation to support the delivery of Time to Shine for a few years now. Our initial support was for Time to Shine leaders in Northern Ireland for 4 years starting in 2017. We have learned a lot together and used our learning to shape the way Time to Shine has developed.

We have listened to leaders and their managers, using this feedback to adapt and evolve. Our partnership with the Rank Foundation has shown the importance of listening and being flexible.

Over the years we have seen the benefit of leadership development to individual people as well as to the groups they are working with. We are delighted that in 2020 we are supporting the roll out of Time to Shine to other parts of the UK, having listened and learned from our initial work in Northern Ireland.

**NORRIE BRESLIN / THE NATIONAL LOTTERY COMMUNITY FUND**



# ★GROUP URSA★

## LLECHI, GLO A CHEFN GWLAD

Llechi, Glo a Chefn Gwlad (*Slate, Coal and Countryside*) is a bi-lingual partnership grown from three iconic areas of Wales – the slate valleys of Gwynedd, the agricultural heartland of mid Wales and the coal valleys of South Wales. The project developed over five years through the work of Talwrn, a network of community and voluntary sector leaders from across Wales. The project will promote community leadership through The Rank Foundation's Time to Shine programme in nine areas across Wales, encouraging new community led action. This support has been matched by the Welsh Lottery Community Fund so that partners can work together to provide evidenced models of place-based, people-led and connected rural and post-industrial communities.

All nine partners are highly experienced Welsh community based organisations and each will employ three Time to Shine community leaders (one a year for three years) to build community involvement and help identify other potential leaders.

The nine partners and the community leaders will work together to capture the learning from the project and disseminate this through their own networks, through social media and through an annual multi-agency event.

In this first year three leaders are focusing on building skills in the digital economy; others are focusing on how the community can help to build a stronger local economy including working with farmers and land management, carers and social enterprise.

The Project will work through three core themes to create change: Community and Place, Foundational economy and sustainability, and Supporting relevant skills development.

### SARAH LLOYD-JONES /

DIRECTOR OF PEOPLE AND WORK / PROJECT COORDINATOR FOR LLECHI, GLO A CHEFN GWLAD

Credu supports carers and people who may be looking after a family member who cannot manage on their own, perhaps due to a disability or illness. Our main role is to support them and make them feel valued.

My aims for this year are to set up a carers group for Builth and Llanarwtyd Wells, explore local respite in the area and set up better links with doctors, hospitals, and social workers. We are currently working on a respite project, looking to find new ways to give carers a break, and my long term goal is to set up something like this in my own community.

### MANDY HUGHES / CREDU



Cwmni Bro works as a facilitator for a network of social enterprise in Blaenau Ffestiniog; a post-industrial, economically deprived town in Wales. We have created a model for other areas to emulate or adapt, which aims and focuses on co-operation and inclusion, rather than competition, to create a social value in development.

I am working on the digital aspect, BROcast Ffestiniog, which raises awareness within the town and works on creating a visual link between enterprises, organizations and the community whilst networking with community media across Wales in the hope to raise community voices and opinions.

### GWENLLI EVANS / CWMNI BRO

Tir Dewi aims to support and help farmers in need. It was established in 2015 and is currently active in three counties in Wales, being Ceredigion, Carmarthenshire and Pembrokeshire.

My role aims to look at the need for farming support in the county of Powys and the type of support required so that we can enrol volunteers with the correct skill-set. However, we realised very quickly that there was an essential need for this, meaning that we are now looking at launching 'Tir Dewi Powys' at the Royal Welsh Show this summer and enrolling this service soon; the growth of Tir Dewi is imminent!

### ELEN SKYRME / TIR DEWI



Over the next year my role is to support and develop code clubs and other digital technology opportunities in the Rhondda and Cynon Valleys. This will involve approaching local schools, colleges and community groups to support any active code clubs or set up new ones. My main aim is to help individuals, schools and community groups to sustain these code clubs with a view to improve and encourage education and employment within digital industries in the South Wales Valleys. I hope to get people who would otherwise not be interested in taking part in community-driven activities to participate in these clubs.

I'm really passionate about all things 'Tech', and I hope to support and excite young people in the Rhondda and Cynon Valley with the growing digital economy in South Wales.

### ETHAN JONES / PEOPLE AND WORK





Over the next year I will be working with my local community to help create and develop technological skills for young people. Some of this work would include developing and coding their own programs. Also, I will be giving a new home to our local community's film club which has won several 'Into Film' awards over the last six years. I am looking forward to developing podcasting, filming and programming skills by working with local schools and clubs to give young people a better understanding of digital skills in our area. In the last few weeks I've been over to local primary schools offering editing taster sessions. The kids really had enjoyed themselves and I can't wait to deliver more projects soon.

DANIEL CROOKES / SIOP GRIFFITHS

With the support of Tir Coed I have established a project which will address the need for partnership and collaborations amongst people who work on and manage land in this part of Wales.

The project is to establish a Landscape Partnership to work on innovative projects with farmers, foresters, and growers. We're interested in defining what sustainable food and material production can be in Mid Wales and to bring different groups, who work the land, in cooperation with shops and other small businesses in Wales. One core aspiration for this year is that we will be co-designing a phone app together, so that we can be totally clear on our impact as land managers, food and material producers, sellers and consumers, building knowledgeable communities in the process.



ISABEL BOTTOMS / TIR COED



My Time to Shine role is a Community Developer for Partneriaeth Ogwen- a social enterprise in a small town in North Wales. This year I will help develop Siop Ogwen - the community craft and book shop. I will be working with local crafters and artists to organise workshops and other events in the high street such as literary events and storytelling for children. This will encourage people to come to the high street to support local businesses. I'll be working closely with businesses on marketing initiatives, and will work closely with different groups to develop local projects. I will embrace any training opportunities and develop myself as a community leader by gaining different skills within my role.

FFLUR WYNN / PARTNERIAETH OGWEN

“MY COMMUNICATION SKILLS HAVE IMPROVED HUGELY FROM THE ACTION LEARNING SETS, AS WELL AS MY MENTORING, MANAGING AND COACHING ABILITIES”

CALLUM PETHICK / PROJECT TRUST / TIME TO SHINE 2019

DOVE is a great organisation that serves as an education centre for the local community. My role here at DOVE is to create and facilitate a digital club for young people. The 'Digi Club' is a place where children ages 10+ who are interested in technology can come and spend time with others who have similar interests and work on projects such as animation, 3D design, filmmaking and games design.

We have a great group that have joined and everyone is enthusiastic about the project.

We aim to keep growing and have more and more people join throughout the year. It's great to have something like this in our community because there are few projects aimed at people who are interested in technology.



LEIGHTON CROSS / VIEW(DOVE)



My role at Ynysybwl Regeneration Partnership is a Digital Community Connector. This involves supporting the development of a web page and online presence with young people, whilst linking with community groups and other partners to create and develop pages and ideas for the website. It will allow me to look at different ways to bridge the gap between the wider community and to support young people to become future leaders.

My successes to date would be completing a degree in Criminology, Criminal Justice and Youth Justice. This allowed me to conclude that I wanted to work with young people and I wanted to have a career in this sector.

My aspirations once completing this programme is to become a qualified youth worker and to get permanent employment within this sector of work.

LOWRI TURNER / YNYSYBWL REGENERATION PARTNERSHIP



# ★GROUP DRACO★



Last year I started volunteering with Asthma and Allergy Foundation after a long spell out of work. I wanted to work in the Third Sector but didn't have the skills and experience needed to get work in the areas I thought I might be best suited. I'm now working as a Corporate and Community Fundraiser for the foundation. I still have a small memento from the Time to Shine Launch, and it reminds me that I can overcome the considerable obstacles I have in relation to my mental health (I have BPD, PTSD, anxiety, depression and ADD). I still have a long way to go in order to feel like I belong in this role, but thanks to the T2S experience I have set out on a path that, if I make the most of it, will help me to overcome my doubts.

**CRAIG SMAASKJAER / ASTHMA & ALLERGY FOUNDATION**



The Circle is a multifaceted organisation; a community hub, coworking space, consultancy, events and conferencing venue, and home to The Circle Academy. The Circle Academy is a 12-week training programme for entrepreneurs, teaching individuals in the social sector the business skills they need to run a sustainable and impactful social enterprise. 2020 will see me working directly on The Academy as a Digital Learning Producer. Taking the content and learning resources to the next level, ensuring it is aesthetic, engaging and accessible. So far, I've produced a social impact report, an Academy Manual, and marketing materials including articles, press releases and social media content.

**ALICE WATTS / THE CIRCLE**



I'm ultimately aiming to produce an online learning platform by the end of the year.

My Time to Shine Leadership project focuses on children and young people affected by ADHD and their experiences throughout life in Dundee and Angus. I hope to identify areas for improvement within these communities, which will directly improve the lives of children and young people.

Our current project builds on our previous needs assessment, which focused on the needs of the whole community. This allowed many improvements to be made within Dundee and Angus for individuals affected by ADHD.

One of my main goals for this year is to concentrate on developing both my personal and professional skills.

**JETTA AITCHISON / DUNDEE & ANGUS ADHD SUPPORT GROUP**



My role is to work with established groups within the organisation to see if there is the potential for any of them to become a social enterprise. My key aims are to find out more about social enterprises, and how they benefit communities and people.

I have been involved with Link Up since I was 15 years old, starting off as a participant, then volunteer, and now a staff member. It is very exciting for me as it has always been something I wanted to work towards, so having this opportunity means I'm learning so much more as well as being more involved and hands on within the groups and Link Up as a whole.

**SOPHIE DOLAN / LINKUP WHITFIELD**



My role is Media Communications & IT Coordinator. The position will give me the opportunity to grow alongside one of the most caring and hardworking charities that I have ever come across.

My personal goal is to grow my skills in managing projects and driving quality work at all levels of the workplace, from volunteering to management. To date, I have introduced a new piece of scheduling software. This software enables our employees to organise their calendars, view other running projects to ensure there is no overlap, run reports for funders in a matter of seconds and finally, create a transparent environment to ensure success at every level.

**SEAN MCKINNEY/ PINK LADIES CANCER SUPPORT GROUP**





The fundraising role at Shaper/Caper is an interesting new challenge for me as I'm coming into it from the creative, dance side of things. This is a big step in my personal and professional development as I'm learning a completely different set of skills than I would as a dance artist and exploring how to merge the two together. Having delivered a lot of the projects we run, I'm really keen to do the best I can fundraising for Shaper/Caper because I've seen how transformative these experiences can be for the people we reach. Securing multi-year funding for some of our dance and health-based projects is a main goal for me, as the people attending these projects deserve that security.

**DYLAN BOSWELL / SHAPERCAPER**

My key aim this year is to establish good consultation networks and processes, including a user group forum in order to take full advantage of the opportunities provided by the building and local environment. I will also be looking at publicity and social media strategies, organising fundraising events and developing an activity programme.

I aspire to be accessible and to support people to work together and to get the most out of the opportunities available, to empower the people of the community to take ownership and surpass their own expectations.

**ROSIE COUTTS / TAYPORT COMMUNITY TRUST**



The Junction is a young people's health and wellbeing charity based in Edinburgh. We provide services including school and community outreach programmes, 1 to 1 counselling and arts-based therapies all designed to help and support young people in reaching their full potential.

My role focuses on the evaluation and development of the service, and with the support of our youth volunteers, service users and The Rank Foundation I hope to be able to ensure that The Junction is future-proofed, and can continue to help young people thrive.

**CHRIS FOLLAN / THE JUNCTION**

I'm the Enterprise Developer Worker for Wellbeing Works in Dundee and you can usually find me with a mug of tea and a book within a hand's reach.

This year I have the chance to create a Social Enterprise Hub, starting with a small café to help those with mental health challenges gain meaningful work skills in a safe environment as a stepping stone to longer-term employability.

Due to the nature of an enterprise hub, I find myself dreaming of all the possibilities we can bring to the community after creating the café. I'm excited to build my confidence, learn about social enterprises, and make new friends.

**AUDREY KERR / WELLBEING WORKS**



The Brain Injury Foundation is a charity that offers support to brain injury survivors, their carers and families within the Southern Health and Social Care Trust in Northern Ireland. We rely heavily on in-kind donations and fundraising. I have been brought in as the charity's first ever employed fundraiser and it feels like a privilege to carry out my duties.

My main goals and aspirations for my time with The Brain Injury Foundation are to help people, to do my best to raise funds for the fantastic services we provide, and to ensure that there is a better awareness of Brain Injury Foundation. I am also happy with the opportunity that The Rank Foundation has given me to learn new skills and to meet fantastic people on the Time to Shine programme.

**DARYLL GOLLOGHLY / THE BRAIN INJURY FOUNDATION**

**“IT DIDN'T MATTER BEING AN OLDER INTERN, OUR WHOLE COHORT WAS ON A SIMILAR JOURNEY AND DESTINATION. I CAN HONESTLY SAY THAT THE TIME TO SHINE LEADERSHIP PROCESS HAS BEEN LIFE AND CAREER CHANGING FOR ME”**

**KEVIN HOLCROFT / CREDU / TIME TO SHINE 2019**





I am the first Volunteer Development Officer for a project called Curnie Clubs Network, which is a part of Fife Alcohol Support Service. We support social inclusion for individuals who have, for various reasons, become socially isolated. This year the project is starting an outreach program to provide additional support to people either in groups or people not quite ready to attend groups. I have been isolated in the past and continue to live with social anxiety. Therefore, my key aim this year in my new role is to create a supportive environment for volunteers which enables them to achieve their goals. My personal goals this year are to complete my counselling skills certificate as well as to develop and grow my confidence and skills.

**KERRY PARTER / FIFE ALCOHOL SUPPORT SERVICES**

I am the new Marketing and Communications Assistant at Greener Kirkcaldy. We are currently working on several projects surrounding food, growing, waste reduction, climate change, energy and transport. My role will be to help increase numbers across our social media platforms, get people signed up to our events and raising more online awareness around Climate Change. Also, I will be assisting with creating marketing posters and booklets. I am hoping to have a lot of training opportunities throughout the year to further my skillset.

**STEVEN WHYTE / GREENER KIRKCALDY**



As Digital Media Communications Officer, I am responsible for catching the day to day activities of the groups within the YMCA and providing online content which reaches out to the surrounding community giving information of what the YMCA has to offer for all age groups. Whilst on the Time to Shine program I aim to gain experience in web design and social media presence and to help promote all aspects of the YMCA by developing their new website and their ability to reach more, new people using all aspects of social media.

**SCOTT SWANSON / YMCA KIRKCALDY**



MACS provide support services for young people aged 6 – 25 who haven't had a fair deal in relation to housing, mental health or participation. I'm based in Led By You – MACS Participation service which is made up of two parts: Muddy Paws, a social enterprise that combats social isolation in young people through walking and grooming dogs and Led by You, a service led by Young Leaders to help develop young people as Leaders and help shape how MACS run our services. my role is to push out the participation ethos into all services and get young people participating and shaping the service in an individual way. I am doing this by creating action plans unique to the service based upon what young people want participation to look like.

**CAOIMHE TUMELTY / MACS NI**

I am currently leading the Shadow Board; a group of Young Leaders, we are working on the annual report for MACS.



Onus (NI) is a social enterprise that provides specialist training and consultancy on domestic violence and abuse. I am currently working to develop the Safe Place Initiative, which is an accreditation scheme where businesses, organisations and community groups can receive training and resources to become a 'Safe Place' where anyone affected by domestic or sexual violence or abuse can confidentially access information about the range of support services available to them. Once an organisation becomes a Safe Place they can progress to become a Safe Employer, Safe School or Safe Church. This year I will be aiming to increase the coverage of Safe Place regionally and nationally by working with local communities as well as larger organisations such as councils and health and social care trusts.

**JOSEPHINE FLYNN / ONUS NI**



I am the lead designer and Project Officer working for two of Advantage's current projects: Ravine and Mugshots. I am currently developing Ravine as a brand, and also design for Mugshots. Ravine is a natural, therapeutic space where young people train with industry specialists to promote and conserve wildlife species and natural habitats. Mugshots is a Social Enterprise print and design workshop set up at a local college. My goals throughout the year are to develop and push the visual identity of Ravine, as well as establish Ravine Organics as the leading provider within a 15 mile radius. I will also establish the Ravine Natural Exploratorium as a top 5 attraction for school visits in the local area.

**WILLIAM MCILROY / THE ADVANTAGE FOUNDATION**



★GROUP ANDROMEDA★



I am a Community Filmmaker which means I'm out all over Plymouth filming lots of interesting things, from environmental projects, to community consultations, performance art, award videos and more. I get to interview people from all walks of life, independent business owners, permaculture practitioners, city councillors, and regular everyday Plymouthians to help their voices be heard. This year I'll be adding capacity to the team so my manager can spend more time working on the business and less out filming. I'd like to develop my skills and confidence as a filmmaker and storyteller, but also get to a place where I'm helping to bring in clients and ideas, and leading on projects. I can't believe my luck to be working for a company that lets me be creative and do work that benefits the community.

JIM BALDWIN / FOTONOW CIC

Makers HQ CIC is based in the old Jaeger clothing factory in Stonehouse, Plymouth. We are a clothing sampling studio, offering services to existing clothing brands, start-ups, and individuals, such as design assistance, pattern cutting, pattern grading, clothing sampling, and small scale production runs, all in the name of reigniting British clothing manufacturing. We also have a training unit next door where we teach Level 1 and Level 2 Fashion and Textiles short courses to unemployed people, with the aim of providing them with a recognised qualification. My role is to undertake an independently led project to set up and launch our own clothing brand. This brand will run in-house, bringing more money into the business that will support the training unit. It is essential to us that this brand holds true to Makers HQ's values as a CIC, as well as respecting the heritage of clothing manufacturing in the city of Plymouth, the history of the Stonehouse area, and the city's naval port.



JADE ROGERS / MAKERS HQ



My role is Funding Officer for Memory Matters South West, which is a Community Interest Company. All of our profits and services are designed, developed and built on the needs of those affected by dementia. In Plymouth we also operate Moments Cafe and Community Hub. We are a community cafe which offers a safe environment for people to meet, eat and socialise and all of the profits go to Memory Matters. Above the cafe is our hub for offering information and support for all things memory and dementia related. I am looking at funding options and sustainability for the projects that Memory Matters are running and planning this year, including leading a national strategy and services for prisoners with dementia, developing guidelines for working with domestic violence and dementia and a focus group shaping local services for people of working age with dementia.

VANNESSA JONES / MEMORY MATTERS

Nudge is a community benefit society that owns, creates and runs activity in disused, underused or unusual urban spaces to lead to lasting positive change and community led regeneration. Having been a volunteer in the organisation for the last couple of years I took the leap and left my job as a local authority Planning Officer to join Nudge full time, following my heart into the community sector. This year I will be thriving in the diverse nature of the role, from getting my hands dirty bringing empty buildings back into use, to running workshops, working on the finances and getting stuck right into all the other loveliness that we create here. I am excited to be able to use my creativity to make things happen!



CHEROKEE MAHONIE / NUDGE COMMUNITY BUILDERS



I am currently working a year internship with Real Ideas Organisation, as Membership Coordinator. Real Ideas is an amazing and varied social enterprise that supports people, communities and organisations to develop the skills they need to succeed. Membership is new for Real Ideas, with the aim of creating sustainable future in a post Brexit world. We will do this through developing our spaces, projects, business support and events programme together through a new membership format to reach out to the community. I am excited to be involved in the conception and launch of membership and in shaping the future of Real Ideas.

HELEN METHERRAL / RIO





TCH is a charity which has the people and community of Treverbyn Parish at its heart. Due to the success of projects being run from the Hall, TCH finds itself in a situation where it doesn't have the space to accommodate any more activities and events and is having to turn people away. I have been tasked with liaising with Cornwall Council to try and facilitate the transfer of an old, disused building from the local authority to TCH. So far I have found the bureaucracy quite challenging. The outcome of the chapel being brought back into community use will mean that Treverbyn Community Hall has the much needed extra community space it needs for activities, events and celebrations.

**AMANDA PENNINGTON / TREVERBYN COMMUNITY HALL**

I am an Intern Fundraiser for Trevi House and I'll be working on community Fundraising across Plymouth. One of my projects is the 'I can you can' where I will be aiming to place 200 collection cans across Plymouth. One of my key aims is to raise more awareness of Trevi House and what we do as an organisation to be able to connect with potential donors. I have also been selling various baby items and second-hand clothes. I am selling around 4 items per week and all of the money from these products goes to Trevi House.

**JODINE BUNKER / TREVI HOUSE**



**"I HAVE HAD THE PLEASURE OF WORKING WITH SUCH A TALENTED BUNCH. THEY HAVE OFFERED ME SUPPORT AND GUIDANCE BUT MOST OF ALL THEY MAKE WORK FUN AND I'M EXCITED ABOUT GOING TO WORK ON A MONDAY"**

**HARRIET BOLAND / TIME TO SHINE 2018 / BREAKING BARRIERS**

I am the Sustainability and Impact Support Worker at Brighter Living Partnership, based in Southport. The main aims of Brighter Living Partnership are to support individuals to live healthier lives, reduce health inequalities, promote social inclusion, improve quality of life and help people develop lifelong learning opportunities. My role involves supporting projects to better assess the impact they are having on the clients that they are supporting. Additionally, I will provide more information for Brighter Living to be able to evaluate the services which will help with the sustainability of the organisation.

**SHANA BOYD / BRIGHTER LIVING PARTNERSHIP**



My Time to Shine Leadership year will be spent working on the Employability Project. I really enjoy working at the centre, as I feel it is fulfilling my main passion in life, which is to help others better themselves. My main roles this year are to support young people to become work-ready, encouraging them to make certain lifestyle changes and help them develop everyday life skills. These include budgeting, nutrition and both physical and mental health. I have certain administrative duties, such as completing case files, updating databases, and monitoring and evaluating activities undertaken by volunteers. I will also be developing relationships as part of the outreach service, and attend partnership forums relating to Employability and Youth Health issues.

**AMY SMITH / CENTRE 63**



“OUR LEADER HAS BEEN A REAL ASSET TO OUR ORGANISATION. THIS WAS HIS FIRST FULL TIME JOB AND IT HAS ALLOWED HIM TO LEARN ABOUT PROFESSIONALISM AND HOW TO CONDUCT HIMSELF IN THE WORKPLACE. HE HAS GAINED VALUABLE TRANSFERABLE SKILLS WHICH WILL AID HIM IN SECURING A MARKETING JOB WHICH IS HIS AREA OF INTEREST”

TIME TO SHINE MANAGER 2018 / FRENFORD CLUBS



I'm the new Youth and Community Marketing Intern at Cre8 Macclesfield, based on the Moss Rose Estate. We run a variety of community and youth projects to support young people and their families in the local area, including clubs, residential, one-to-one alternative education, music projects and a brand new surplus food and wellbeing project.

My role over this year will involve strengthening Cre8's social media presence, updating their website, working with the fundraising committee, supporting and attending events, and working with new and existing projects. I've already been involved in a variety of things, from designing promotional flyers to helping to run fundraising events.

This opportunity feels like my first proper job, and in turn it will help me look towards my future career, a prospect which is both terrifying and exciting.

EMMA WELTON / CRE8 MACCLESFIELD

So far I have been involved with delivering sessions with our Leaving Care forum and Children in Care council, which exists to give a voice to young people in the care system on what they require to successfully transition into adulthood. I am now looking at a programme that can be delivered by CYA, to address some of the issues around independent living skills that will increase their emotional resilience.

My biggest success so far is presenting at two national events where I presented a personal success and best practice model by CYA. I have grown in confidence and successfully co-delivered in Manchester and Birmingham.

DANIELLE CRELLIN / CUMBRIA YOUTH ALLIANCE



My role is to support existing services and develop future initiatives for PEEF in its Brierfield People's Centre. The role involves identifying new sources of funding and revenue for planning services and projects for the local community, promoting and raising awareness of PEEF's work, and carrying out assessments of the needs of the area.

I have already developed a survey to identify local need and delivered an Open Day event for local people and organisations to visit the Brierfield People's Centre.

HAROON SHAH / PEOPLE'S ENTERPRISE & EMPOWERMENT FORUM

RECLAIM is a youth-led charity which tackles class-inequality in the UK. My role is Fundraising Intern; focussing on enhancing the diversity of funding streams into the charity and looking at increasing individual donors and corporate partnerships.

RECLAIM's values and missions are ones which I hold a lot of respect for; creating different and fairer futures for working-class young people to ensure their voices are heard and represented in society.

I am most looking forward to developing new skills which I can take into the future and creating a better understanding of a fundamental part of the charity world.

GRACE GILLIBRAND / RECLAIM



# ★GROUP ORION★



I am working in Community Development at GL Communities, focusing on quality and impact. I am on the ground interacting with, and supporting people, organisations and schools. This can take the form of anything from events, to groups, to forums and partnerships. The key aims are to prove the quality and impact of community development work and learn about leadership. So far this year we have set up a table tennis club, a free Friday lunch club and a foodbank fundraising event and we are starting an over 65's active group as well as a period poverty project.

I aspire to better myself with training, experience and networking so I can do more to help in the community and to work with people so that they realise their potential to lead.

**SANDY BRAMMER /  
GL COMMUNITIES**



I am the new Fundraising and Communications Officer for the youth-led charity, Integrate UK. Integrate is a dynamic charity that invests in the skills and talents of young people to work towards gender and racial equality and community cohesion. We work with young people, most of whom are from black, minority ethnic and refugee communities; the majority are Muslim girls.

My role entails managing all social media platforms, securing private and corporate donations and managing public relations. During my time with Integrate, I hope to increase unrestricted funding, develop a marketing strategy and a social media policy and generally help the charity grow.

By the end of the year I hope to have increased my skills in various aspects of the voluntary sector, to have gained experience in charity funding and to have made a real and measurable difference in sharing the amazing work and achievements of our inspirational young activists.

**AMALEEHAH ASLAM-FORRESTER /  
INTEGRATE UK**



I'm the new marketing and communications intern at Kingstanding Regeneration which is a local charity based in the heart of Kingstanding in Birmingham. We support people to gain new skills, achieve qualifications, find work, improve their health and well-being and become the "change they want to see".

The charity offers a 5-week course for the ages of 16 - 29 which includes accredited training and workshops to build self-confidence, self-esteem and resilience. KRT also have their gardening service which provides young people opportunities to gain work experience in the community.

During the Time to Shine leadership programme my role at the charity will be to promote these projects and raise brand awareness across KRT's social media platforms whilst building relationships for future partnerships within the local community.

**MEGAN DANIELS /  
KINGSTANDING REGENERATION TRUST**



I'm currently leading a fashion project for Kissing It Better to help empower older people to continue/rediscovers their independence to choose their own clothes and accessories. Thus, improving wellbeing, self-esteem and helping people make their own choices and feel less isolated.

I am determined that by the end of this year I can provide a service that will work for a much older generation. I want to promote independence and choice to help people recognise that not all healthcare and remedies are medicinal; dignity, respect and social change is just as important.

I will be acting as an advocate to help facilitate pop-up fashion shows and mobile shopping opportunities for people who cannot easily access shops or online shopping, particularly those living in adult social care.

**HANNAH CIOTKOWSKI /  
KISSING IT BETTER**





I am interning at Limitless as a Content Creator. My role is to give exposure to and promote the work and events of Limitless Pioneers and Limitless Festival. I find myself doing a lot of capture for events, taking photos and videos that I later turn into videos and social media posts. I'm very new to promoting on social media, so it has been a bit of a learning curve, but I'm starting to get the hang of it. I have been seeing an increase in post engagement on some of the social media platforms that I manage for Limitless. Over the year I'm hoping to learn how I can more effectively and creatively communicate the message of the projects I'm working with for my posts to engage more young people and youth leaders.

**KIMBERLEY RUSSELL / LIMITLESS**

I work as an Online Membership Coordinator for Muslim Women's Network UK. I'm pretty much in charge of our awesome new online platform where over 900 members can connect with each other. My job entails a lot of social media marketing, content creating, editing, pitching and networking - all to help us create a movement because as a charity we do a lot of advocacy work and campaigns to make the lives of Muslim women in the UK better.

**ZARA SHABIR / MUSLIM WOMEN'S NETWORK UK**



I'm the Marketing and Events Intern at Worcester Snoezelen, a multi-sensory leisure therapy centre for people, of any age, with disabilities and/or additional needs. I'm responsible for conducting market research, creating and implementing a marketing strategy, organising fundraising campaigns and challenge events, networking with local organisations and sponsors as well as curating a Sensory Festival during Summer 2020. My aspirations for the year ahead are to develop as a practitioner and build upon my self-confidence as well as expand my knowledge of the third sector. I hope to promote Snoezelen to a wider audience beyond the local area and increase community engagement and SEND school relationships, add more events to the current calendar and expand Snoezelen's social media presence. Whilst overall adding value to the workforce and seeing the results in the development of the marketing and events offer.

**AMY RUTTER / WORCESTER SNOEZELLEN**

I'm the Impact and Research Officer at Brainstrust where we support patients and caregivers through the bewildering experience that is being diagnosed with a brain tumour. My role is two-fold but both parts have the same aim; to develop the way we communicate our impact. I'm involved with making our data set more robust, using our impact data to write funding bids and researching new sources of income. So far, I've enjoyed the variety of the work- I get to analyse data, carry out research, and do lots of writing, from funding proposals to scientific abstracts. I'm excited to contribute to the impact report later in the year, and hopefully for my funding bids to materialise so that Brainstrust can continue its incredible work!

**EMMA DUNCAN / BRAINSTRUST**



My role with Disability Peterborough is to increase their online presence. As someone who has only used social media for personal use, it has been a real learning curve in how to do it properly, to have a narrative, stick to it and get feedback that can be used in the things that we do. I have previously been a service user and to see how they manage to run after having their funding taken from them has really made me aware of how vital, not just us but all small charities are. I hope that at the end of this year, if I move on, the connections and relationships that I am making for the charity bring them the recognition they deserve, bringing the projects that we are trying to run to fruition. I am a tiny cog in a very small machine. I hope that the work I am doing today makes a difference, however small and I am proud to be associated with them.

**GRAHAM BARNES / DISABILITY PETERBOROUGH**

**“WE HAVE SEEN AN INCREASE IN CONFIDENCE AND AWARENESS OF HIS OWN SKILLS AND ABILITIES DURING THIS YEAR. THE BREADTH OF EXPERIENCE HE HAS GAINED WILL HELP HIM STEP INTO MANY ROLES WITHIN THE THIRD SECTOR: TRAINING, COMMUNITY DEVELOPMENT, GROUP FACILITATION, PROJECT COORDINATION, PARTNERSHIP PROJECTS, SOCIAL MEDIA DEVELOPMENT”**

**TIME TO SHINE MANAGER 2016 / FAITH IN COMMUNITY**





My role title is Marketing and Logistics Coordinator which is raising funds through donations we receive and selling the goods through sites such as eBay, Gumtree and De-pop.

I organise furniture and various other goods to go to our 3 shops, and sort the vans for deliveries and collections of goods.

My aim is to raise funds through online sales for our charity and be able to expand it further in the North East. So far, I have re-arranged our warehouse, so everything is in order. I also made my own office and online sales area so that I'm more comfortable with my job.

I'm really enjoying my placement here, it's the best job I've ever had.

**LEWIS PRESTON /  
EMMAUS NORTH EAST**

Just Lincolnshire aims to make a real difference to the lives of the people from all backgrounds by championing equality, tackling discrimination and celebrating the richly diverse make up of Lincolnshire.

My role at Just Lincolnshire is Marketing and Strategic Developer, which looks to raise the profile of the charity. I'll be doing this by re-writing the current Marketing strategy, communicating Just Lincolnshire's success stories across social media channels, planning and discussing our end of year Showcase event, and building relationships with partners.

**ANGELITIA PADMORE-CLARKE /  
JUST LINCOLNSHIRE**



My role as a marketing and social media officer involves using marketing strategies and raising awareness of Space 2's mission to be the UK's leading co-creator of 'slow arts with local people', supporting healthy communities, thriving people, social justice and sustainable futures.

Over the year my work will entail consistently updating all social media, focusing on using Facebook and Instagram to draw further participants and raise Space 2s profile and focusing on LinkedIn and Twitter as a source for PR and media communications.

In turn, reaching out to funders/investors, local organisations, artists, volunteers and participants will increase participation, widen outreach and attract investment.

**COURTNEY CONWAY /  
SPACE2 LEEDS**



I am the Marketing Intern for The Orchard Project, a national charity that plants, restores, and harvests urban orchards in addition to providing orchard-skills training and making craft cider from surplus apples.

My role at The Orchard Project centres around promoting its events, courses, and cider enterprise through writing, photography, and film. I am very excited to develop my videography and editing skills in my new role, and to increase visibility of the charity nationwide. I hope this role will be the first of many jobs in the social sector.

**ANNIE MCBAY /  
THE ORCHARD PROJECT**

**TIME TO SHINE LEADERS / ORION CONT.**



“BECAUSE I’M DETERMINED TO WORK IN THE SOCIAL SECTOR FOR THE FORESEEABLE FUTURE, THIS YEAR HAS BEEN A GREAT WAY FOR ME TO MEET BRILLIANT SUCCESSFUL PEOPLE IN THIS FIELD”

LUKE BILLINGHAM / TIME TO SHINE 2017 / REACH ACADEMY



Creative Sustainability has several long-running projects which aim to engage all members of the community. These include an open bike workshop; a befriending programme for those who have suffered stroke or brain injury; and a camping programme for disabled and non-disabled young adults. My role is to engage with each project, their teams and participants to develop and design an in-house evaluation process with a co-produced and inclusive approach. This process will result in creating better frameworks that we can use to improve our projects, and most importantly it will bring autonomy to the groups and individuals who partake - an outcome I am already beginning to see. Co-production gives everyone the opportunity to draw upon their own skills, experience and creativity, to show a truer representation of themselves, and in turn becoming a meaningful part of the process.

DAISY BURT /  
CREATIVE SUSTAINABILITY

I work as a Communications Lead at Youth Almighty Project, which is an organisation that started out by providing out-of-school activities for young people. It has now grown to a leading youth and community organisation based in the West Area of Sunderland which provides groups, activities and services for everyone. My role is to research, evaluate and communicate our impact through different channels; including everything from management reports to social media. Alongside this, I help out with other activities, such as office admin and supporting other staff who lead on sessions at our centres. My hopes for this year is that I will be able to make a lasting impact for Youth Almighty with the work that I am doing; make friends with other Time to Shine leaders; and learn new skills.

KEIRA SCOTT /  
YOUTH ALMIGHTY



I am from Afghanistan and have been living in Derby since June 2018. I started working for Welcome Churches in January - a charity with a vision for every refugee in the UK to be welcomed by their local church. We are based in Derby but support local churches across the country to welcome refugees in their community. In my role as Integration Officer, I am providing support to churches on refugee integration into the community. In addition, I am responsible for developing a refugee leadership programme for churches to use. By the end of 2020, I aim to have created a refugee leadership programme, invested in 5 new refugee leaders across the UK and to have resourced at least 20 churches in this area.

ALI SAEED /  
WELCOME CHURCHES





# CONTACT TEAM TIME TO SHINE

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