

VINTAGE VIBES

GOOD COMPANY NEVER GETS OLD



JOIN OUR BOARD OF TRUSTEES!





INTERESTED IN JOINING VINTAGE VIBES?

We are absolutely delighted that you are considering joining the Vintage Vibes board. Hurrah!

Our work is all about bringing friendship and confidence into the lives of local isolated older people (our VIPs) and volunteers, and your role as a trustee helps us do that in even more impactful ways.

Being a trustee isn't about sitting on the sidelines; our trustees are an essential, supportive, collaborative, and respectful critical friend, ensuring we stay true to our mission while also being ambitious and innovative.



"IT'S BEEN SO POSITIVE THAT I'VE COME BACK SO MUCH. IT'S REALLY HELPED ME IN MY RECOVERY"

This pack will walk you through who we are, what you need to know, and how our trustees and team work together to make a real difference.

Let's get started!

ERIN AND ELAINE



What's in this pack?



OUR MISSION AND VALUES

LIVING OUR VALUES

OUR FRIENDSHIPS

OUR IMPACT

BECOMING A TRUSTEE

MEET THE TEAM

OUR COMMUNITY VOICES

SKILLS, SKILLS, SKILLS

HOW TO APPLY

WHAT WE'RE ASKING

FAQS AND CALENDAR

GET IN TOUCH



Friendships

Groups

Events

At Home



OUR MISSION AND VALUES

Vintage Vibes creates long lasting one-to-one friendships offering support, companionship and the opportunity for lonely VIPs to be more socially connected and active in their local community.



OUR MISSION

To help lonely and isolated over 60s by providing companionship and support that is personalised to their needs and integrated with local communities.

**FRIENDSHIPS . GROUPS . EVENTS .
COMMUNITY AND AT HOME ACTIVITIES .**



To bring about a long-lasting change in attitudes towards the city's over 60s.

**POSITIVE APPROACH . AMPLIFYING VOICES .
CELEBRATING AGEING . SHARING LEARNINGS .**

To encourage friendships between all generations and ensure over 60s are treated with care, dignity and respect.

**RAISING AWARENESS . CITYWIDE CAMPAIGNS .
EDUCATIONAL AND CORPORATE
COLLABORATIONS . INNOVATION PROJECTS.**

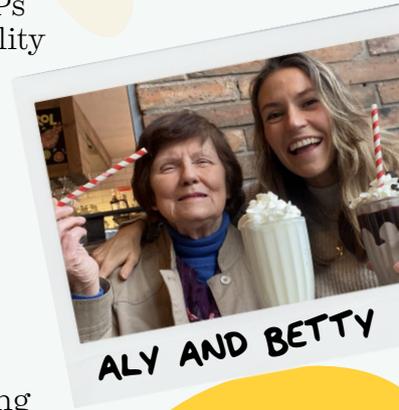
OUR VALUES

- We're about real friendships
- We love doing things differently
- We treat everyone as an individual

LIVING OUR VALUES

WE'RE ABOUT REAL FRIENDSHIPS

- We believe that friendship and meaningful connection changes lives, it's at the heart of everything we do and is why our matches are so sustainable
- We invest in the time in taking a personalised approach to matching VIPs (isolated over 60s) and volunteers (aged 17+) based on location, compatibility and shared interests
- We are light touch to allow friendships to thrive, and are not prescriptive about the when, where or how long of meetings (who meets their real friend every Friday at 4pm for exactly an hour?)



WE LOVE DOING THINGS DIFFERENTLY

- From our positive language and brand to festival-style adult face painting at events and our singing group learning protest songs, we love to defy the expectations of ageing and tackle ageism face on
- We have a truly embedded learnings culture, including embracing a 'up to 30% can fail as long as we learn and grow' approach. This empowers us to constantly develop best practice, innovate, collaborate and think outside the box, and to share our learnings to help enhance the sector!
- We are led by our community, giving the opportunity to VIPs and volunteers through regular feedback sessions, 1:1 annual interviews and our VIP Voices committee!

WE TREAT EVERYONE AS AN INDIVIDUAL

- We meet every person within our community where they are and build from what makes them great - tailoring team roles to encourage skills development, and creating matches that increase confidence and connection one step at a time
- Our groups are led by the views and discussion of our community members, from what films to watch to how to shape our activity and strategy
- We value each person in our community and encourage open discussion, as a board member you will have regular opportunities to engage with community members on a human level through events and outings.



LOVE OUR VALUES? GET INVOLVED!

OUR FRIENDSHIPS

Edinburgh is filled with hundreds of Vintage Vibes friendships, each as different and varied as the incredible people matched together.

Our Friendship Coordinators play a vital role in creating meaningful connections based on shared interests. This is why our friendships last.



Emily enjoys playing video games with her VIP Dave



"Heather attended my wedding!" - Julia



"George played the keyboard while I played guitar" - Kevin



'My girls have gotten to know and love Audrey too' - Aoifa



Gaye and Jenny go out for all day breakfasts



Check out more stories on our YouTube



REACH AND IMPACT

These are the figures from our 2024-2025 Impact Report. Since beginning we have achieved over 36,000 hours of friendship across Edinburgh, won multiple awards and been recognised nationally for our best practice, innovative approach and impact!

 287 VIPS  239 VOLUNTEERS



“Vintage Vibes is an example of absolutely joyful project. It brings happiness and connection within communities.”

FIRST MINISTER OF SCOTLAND
JOHN SWINNEY



7,296

hours of
volunteering

287

total VIPS
supported

201

total matches
supported

91

new
matches

89%

of VIPS feel
LESS ISOLATED

86%

of VIPS feel
HAPPIER

75%

of VIPS feel their
mental health is **BETTER**



BECOMING A TRUSTEE

We think it's a really exciting time to become a trustee of Vintage Vibes - as a new charity with a long standing track record you will be involved in developing our new Five Year Strategy 2026-2031 and supporting our team to transform lives of VIPs and volunteers alike!



YOUR ROLE

Fantastic Trustees play three main roles within an organisation - Strategy, Governance and Risk.

STRATEGY

You will support the team in consulting on, developing and delivering our 2026 - 2031 Strategy to carry out our mission.

GOVERNANCE

You will collaborate as a board to ensure the charity is compliant with our governance and charity law requirements.

RISK

You will be the critical friend that helps the charity to assess, understand and embrace healthy risk within the operations and planning of the organisation.

YOUR COMMITMENT

In general, we ask our trustees to commit to a quarterly in person meeting (hybrid options available) and 2 days of volunteering per year in Edinburgh. Within this, there are papers for board meetings to read prior to the meeting.

However, within the first 18 months of the organisation (started April 25) we do anticipate asking all trustees to join a bimonthly online call for one Sub Group. We work hard to ensure that our trustees time is used efficiently and respectfully and aim to reduce the ask of trustees as we become established.

1 x Meeting every quarter (at 4pm)

1 x Away Day per year

1 x Community Event attendance per year (evening or daytime available - 0.5 days)

1 x Connecting with Community per year (group visit - 0.5 days)

1 x Bimonthly Online Sub Group Meeting (first 18 months)

TRUSTEE CALENDAR INCLUDED!



MEET THE TEAM

Our staff team is small but mighty, with a track record of overdelivering on our targets. We are based at an office in Newhaven but work across the city!



GEORGIA

Director



ANDREW

Director



CARA

Friendships
Coordinator



ALISON

Friendships
Coordinator



EMMA

Friendships
Coordinator

MEET THE TRUSTEES

Our current trustees have supported Vintage Vibes through the transition of charitable partnership project running since 2015 to becoming an independent charity in 2025. They are excited to be joined by new trustees and to develop a new Five Year Strategy for 2026-2031.



ELAINE

Trustee
(Vice Chair
of LifeCare
Board)



HELEN

Trustee
(Chair of Space
@ Broomhouse
Hub Board)



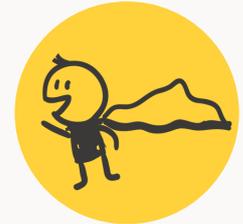
EMMA

Trustee
(Member of
Space @
Broomhouse
Hub Board)



ALEX

Trustee /
Treasurer
Our most
recent board
member!



YOU?

Could you be one
of our new
trustees?



SCOUT

Office dug



MOLLY

Office dug

**CAN YOU ENGAGE IN BIG PICTURE
CONVERSATIONS WITH OPENNESS,
CONSIDERATION, GOOD HUMOUR
AND RESPECT? JOIN US!**

OUR COMMUNITY VOICES



Our strategy and decision making is influenced by listening to and learning from our community on an ongoing basis. As an organisation we have been recognised by Generations Working Together in a national award for excellence due to our ongoing work evaluating and improving on our impact through conversations.

As a trustee you will receive information and feedback from...

VIPS

via VIP Voices Advocacy Group, Focus Groups, One to One Interviews and Surveys

VOLUNTEERS

via Peer to Peer Meetups, Focus Groups and Surveys

REFERRERS

via an Annual Survey and regular discussions

PARTNERS

via Coproduction Sessions, Networking and Evaluation Sessions

STAFF MEMBERS

via reports, Away Days and presentations at Board meetings

SPEAKING FACE TO FACE...

Alongside regularly amplifying the voices of our community members to our board of trustees, we know that sometimes a cuppa and a natter is what's needed to really understand someone's experience.

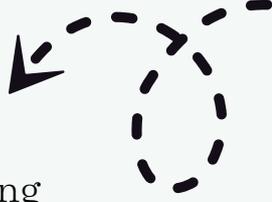
Therefore we have created a minimum of 2 x opportunities per year for board members to attend events and activities to get to meet our volunteers and VIPS in real life and have a much needed blether.



SKILLS, SKILLS, SKILLS

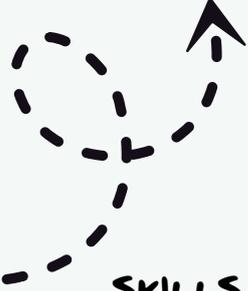


PERSONAL ATTRIBUTES



One of our key values is 'We Love Doing Things Differently' and our trustees are at the centre of inspiring our dynamic and positive culture. We are seeking trustees who...

- Talk to each other on an authentic, human level (no jargon please!)
- Embrace transparency and learning over perfection
- Are considered, fair and open to the opinions of others within and outwith the board
- Have a healthy appetite for risk, innovation and enterprise



SKILLS AND EXPERIENCE

As a small charity, the experience of our trustees can make a huge difference to our organisation. All applicants are welcome, and we are especially seeking those with experience in...

- Law
- HR
- Funding and Fundraising
- Press and Communications
- Enterprise or Social Enterprise
- Public Health
- Social Care
- Academic Research
- Lived experience of loneliness, being an unpaid carer or volunteering



JUST A WEE NOTE...

A board is strengthened by diversity, we don't all need to be the same to add value, there is a richness in difference, and in our board recruitment we will be seeking...

DIVERSITY OF VOICE
DIVERSITY OF ABILITIES AND EXPERIENCE
DIVERSITY OF APPROACH

...And if you've never been a board member before? Don't worry, please do apply!

HOW TO APPLY...

Our process for applying is simple, transparent and hopefully very friendly. Here are the key steps to getting involved...

ASK US QUESTIONS!

Before you apply, our directors are available to answer any questions you might have!

APPLY VIA OUR FORM

You can apply via our online form (printed version and large text versions available).

We have included a copy of the questions in this pack to help you prepare.

COME FOR A CHAT!

If shortlisted, we'll invite you for a chat (we've included details on the next page).

If you are not shortlisted then we will give open and honest feedback to support you in the future!

BOARD INDUCTION

If selected to be a member of the Vintage Vibes Board of Trustees you will be given a full induction before the first meeting and a trustee buddy for support during the first six months.



IMPORTANT: All new trustees have to disclose conflicts of interest and agree to the trustee code of conduct as a requirement of OSCR

WHAT WE'RE ASKING..



WHAT'S INCLUDED ON OUR 'TRANSFORMATIONAL TRUSTEE' EXPRESSION OF INTEREST FORM?

Our online form (paper copies also available) helps us to understand a little bit about you and why you're interested in becoming a trustee - what skills you'd bring and what you can hope to get out of being a trustee.

Being a Vintage Vibes Trustee

9. Please tell us a little about why you are interested in being a volunteer Trustee for Vintage Vibes?

Enter your answer

10. Please tell us about any relevant experience, skills, or knowledge you have that you feel would be beneficial to the role of Trustee at Vintage Vibes?

Enter your answer



WHAT WILL I BE ASKED AT THE FACE TO FACE CHAT?

The face to face chat will be with representatives from the existing Board of Trustees and the Directors. The types of things we will be looking to discuss with you are...

- Your understanding of a board's function and the role of a trustee
- Your understanding of our mission, values and priorities
- Your understanding of culture and mindset
- Your approach creating a strong foundation for a new charity
- Your approach to being a critical friend
- Your approach to supporting an aspirational and dynamic future

To ensure inclusivity we will send some questions in advance of the discussion so that you can prepare and have time to think - this isn't a test!



FREQUENTLY

ASKED QUESTIONS

CAN I APPLY IF I DON'T HAVE EXPERIENCE AS A TRUSTEE?

Yes! We welcome applications from anyone who aligns with our values, is reliable and has a passion for supporting our work tackling isolation! Our 6 month trustee buddy system, training and induction will help anyone new to the role!

WILL MEETINGS AND CONVERSATIONS BE IN ACCESSIBLE SPACES?

Yes! We have lots of experience in arranging activities and events in spaces that are accessible, and even have our own 'Vintage Vibes Friendly Spaces' Accessibility Guide

WILL MY EXPENSES BE COVERED?

Yes! Although being a trustee is a voluntary role and not paid, we ensure that all trustee expenses such as transport are reimbursed. This includes any transport costs incurred to come and meet us for an initial chat, even if you are not shortlisted to become a trustee.

CAN EXISTING VIPS OR VOLUNTEERS APPLY?

Yes! As long as you are 17 or over we welcome applications from anyone within or outwith our community. One thing to note is that trustees don't get involved in day to day planning of activities, events, groups etc and are more focused on Governance, Finance and Strategy - if you are interested in having a say in our day to day planning and practice then VIP Voices or our Volunteer Feedback Sessions might also be of interest to you!

DO I HAVE TO LIVE IN EDINBURGH?

No! We welcome applications from potential trustees who live anywhere. However, there is a requirement to come to an in person board meeting in Edinburgh once a quarter. Alongside this there are 3 in person activities per year to attend to engage with our team and community. Transport can be reimbursed but accommodation cannot.

HOW DO I KNOW I WILL BE CONSIDERED FAIRLY?

Our best practice is to review all applications without name or gender included (we use an applicant code) to assist with inclusivity. We actively encourage those without trustee experience to apply. Large format and print copies of all forms and information can be made available. Alongside this we give fair and open feedback to anyone who is not successful in being shortlisted - and are very open to feedback ourselves!

EXAMPLE

TRUSTEE YEAR

WHAT DOES A YEAR LOOK LIKE FOR A TRUSTEE?

Our trustee calendar helps you to understand what your year may look like - and includes Quarterly Board meetings, an annual quick coffee with the Directors (online or in person), an annual Away Day (1 day) and 2 x half day opportunities to connect with our community in either August, October or December through our events and groups.

Within this, there are papers for board meetings to read prior to the meeting and the occasional email to read.

January	February	March	April
BOARD AND TEAM AWAY DAY		6PM BOARD MEETING	BOARD MEMBER AND DIRECTORS 1-1 COFFEE CATCHUP
May	June	July	August
	6PM BOARD MEETING		BOARD ADVENTURE MONTH (3 HOURS, CAN BE EVENING)
September	October	November	December
6PM BOARD MEETING	AGM/ EVENING ENGAGEMENT EVENT		AM BOARD MEETING AND CHRISTMAS MEAL ATTENDANCE

VINTAGE VIBES
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A CHANCE TO CHAT ONE ON ONE ONCE A YEAR

COME AND JOIN US FOR...
A FRINGE OUTING
A TRAINING SESSION
A GROUP SESSION
A VIP VOICES SESSION
A TEAM MEETING

ON THE SAME DAY SO BOARD MEMBERS CAN SOCIALISE

HELPING CREATE A STRONG FOUNDATION...

PLUS ONE ONLINE SUB GROUP MEETING EVERY TWO MONTHS

Within the first 18 months of the organisation (started April 25) we do anticipate asking all trustees to **ALSO** join a bimonthly online call for one Sub Group (called 'Finance, Fundraising and Future' and 'Governance and Good Practice').

This is to recognise the additional input we may need within our first year, and aim to reduce this ask of trustees as we become more established.



On our way back to Rose's flat we were talking about rock and roll. She started spontaneously singing and dancing on the last street we walked! I'll try to polish my rock and roll skills and songs for next week!

CHIHON, VOLUNTEER

"I have enjoyed enormously watching this creative, thoughtful and energetic organisation grow and develop. It is now ready to be independent and we welcome that. This is one of the most important ways to tackle isolation and loneliness in older people and something that brings such joy can only go from strength to strength."

HELEN, CURRENT TRUSTEE

STILL INTERESTED? GET IN TOUCH!



0131 343 0955 (leave a message and we'll call you back!)



vintagevibes.org.uk or apply by clicking [here](#)



hello@vintagevibes.org.uk



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