



RSVP and voting details

To RSVP to attend the AGM, pose a question or vote:

Online: norfolkwildlifetrust.org.uk/AGM (voting will close at 12 noon on 6 November)

Post: Return the form below by 12 noon on 31 October 2026

Postal RSVP and voting form

Please return this form to the address shown at the bottom of this page. A separate form should be submitted for each named adult member on any membership (joint/family). This can be a photocopy or is available from our website norfolkwildlifetrust.org.uk/AGM. The membership number must be listed for verification.

RSVP

I will attend the AGM and talks in person at Cley village hall from 11.30am until 3.45pm ☐
– refreshments will be available

Please note: If you wish to join the online AGM only, which will start at 1.45pm, you need to register online here: norfolkwildlifetrust.org.uk/AGM

Postal vote only

Resolution 1 –
Minutes of the AGM held on 6 November 2025 FOR ☐ AGAINST ☐

Resolution 2 –
Report and Accounts FOR ☐ AGAINST ☐

Resolution 3 –
Reappointment and remuneration of auditors FOR ☐ AGAINST ☐

Resolution 4 –
Election/re-election of members of Council:

Kathy Gill – standing for re-election FOR ☐
Mandy Loadman – standing for re-election FOR ☐
Catherine Docherty – standing for election FOR ☐
Naomi Palmer – standing for election FOR ☐

Your details

Address

Name

Telephone number

Membership number

Ask a question

If you would like to raise any questions to be answered at the AGM, please use this box and return the form, or email governance@norfolkwildlifetrust.org.uk

Please return this form by 12 noon on 31 October 2026 to:

Freeport RTKH-LGSA-TCJS, Ballot, CEO's Office, Norfolk Wildlife Trust, Bewick House, 22 Thorpe Road, Norwich NR1 1RY.
Any queries relating to the AGM or the voting process, please email Marion Riches at governance@norfolkwildlifetrust.org.uk



Norfolk Wildlife Trust Annual General Meeting



100
YEARS

Notice is hereby given that the Annual General Meeting of Norfolk Wildlife Trust will be held on **Saturday 7 November 2026 at 1.45pm.**

You can attend this year's AGM online, or in person at Cley village hall. If you join in person, you will get the added treat of a special centenary talk by Nick Acheson, followed by refreshments, ahead of the AGM.

To register to attend, please visit norfolkwildlifetrust.org.uk/AGM or use the postal form overleaf.

You can vote in one of the following ways:

- At the AGM online or in person if you have registered to vote. Instructions will be given on the day.
- Online, in advance, at norfolkwildlifetrust.org.uk/AGM. Online voting will close at 12 noon on 6 November.
- By a postal vote by completing and posting back the form on the back page – deadline of 12 noon on 31 October.

Registered Charity number 208734.
VAT number 876 3225 06.

Company limited by guarantee number 217388.
Registered office: Bewick House,
22 Thorpe Road, Norwich NR1 1RY.



Sanderling with razor clam
by Lizzie Walls



norfolkwildlifetrust.org.uk



AGM event agenda

1. Talk and refreshments (In person only)

11.30am - 12.30pm: Centenary talk by NWT Ambassador, Nick Acheson

12.30 - 1.30pm: Refreshments

2. AGM 1.45 - 3.45pm (In person and online)

Formal business

- 1. Item 1: To confirm the minutes of the Annual General Meeting held on 6 November 2025
- 2. Item 2: To receive the Report of Council and approve the Report and audited Financial Statements for the year ending 31 March 2026
- 3. Item 3: To re-appoint Lovewell Blake as the Trust’s auditors and authorise Council to determine their remuneration
- 4. Item 4: To re-elect/elect members of Council of Trustees (see next page for candidate details)

By order of Council

Marion Riches, Company Secretary

At the conclusion of item 4, the formal business of the AGM will be brought to a close. Informal items will follow. Under company law items dealt with informally cannot result in binding decisions.

Informal business

- 1. Addresses by NWT President – Patrick Barkham, Chair – Matthew Bradbury and Chief Executive – Eliot Lyne
- 2. Presentation of the Sydney Long Memorial Medal 2026
- 3. Discussion of any matters raised by NWT members
 - Items which members wish to raise under informal business do not require advance notice, but it would be helpful for those charged with answering complex questions if they were given the opportunity to prepare a full answer.
- 4. Talk: ‘Hope for the future: Returning Wood Norton to nature’

Estimated finish time **3.45pm**

Trustee recruitment and election process

Over the last few years, the Trust has been developing its systems and practices of governance to ensure that we comply with the Charity Governance Code (which is best practice in the sector). As part of this the Trust operates an open recruitment process, followed by the normal AGM election process. This is to ensure that we attract as wide a range of talent as possible, ensure that the board is as inclusive as possible and that we have the right skills and experience to govern the Trust. To oversee this process, the Council of Trustees have set up a Nominations Group, chaired by an independent member, Andrew Barnes. The purpose of this group is to manage the process of Trustee, President, Vice-President and Ambassador recruitment and succession planning for the Chair and Vice-Chair(s), thus ensuring the required mixture of skills and experienced people are on the Trustee Board.

This year, the Nominations Group agreed that the priority was keeping stability with the current Trustee Board and therefore there should be no active Trustee recruitment in 2026. This was due to a large number of Trustees on the Board (14 of a maximum 15), the fact that many of the Trustees were reasonably new (with only 5 of the Trustees having served more than 3 years), and that Matthew Bradbury has only taken on the Chair role in 2025. *(continued next page)*

The Nominations Group also agreed to continue its focus on Board diversity by undertaking a diversity audit and holding a workshop to consider how the Trust’s recruitment procedures could further support a more diverse Trustee Board. The Group is working towards having a strategy in place by the end of March 2027.

As per the Trust’s Memorandum & Articles of Association, any member could still put themselves forward as a Trustee candidate but there have been no additional nominations received.

Trustee candidates

Kathy Gill – standing for re-election

Kathy was born and brought up in Norfolk, holidaying on the coast and sailing on the Norfolk Broads. She loves Norfolk wildlife in all its forms and lives in Norwich. She is Deputy Director Science at Natural England, contributing science and evidence to conservation programmes across England and providing policy advice to government on the environment.

She has broad environmental sector experience which includes working in local, regional and central government in sustainable development roles. She has worked extensively in Norfolk as well as having 15 years of international experience as Strategy Director with an environmental charity. She is chair of the Cambridge Conservation Initiative and Forum, and a Fellow of the Royal Geographical Society.

Mandy Loadman – standing for re-election

Mandy has been a Trustee of Norfolk Wildlife Trust for 3 years and hopes to be able to support it for at least another 3 years. Her career spans 36 years in Financial Services, specialising in Programme Delivery & Digital. This enables her to bring a different perspective to the Board.

Mandy is from Norfolk and lives in the beautiful Broadland village of Dilham with her husband Neil and their pets. She has always had a passion for nature, focusing on attracting wildlife into her garden and taking early morning local walks, embracing the beauty around her and listening to the early morning chorus.

Over the last 3 years, Mandy has embraced working with a diverse group of people with different skill sets. She has loved the opportunity to learn more about the great work the Trust does and to use her skill set to support the organisation in its governance and driving its strategy forward. She feels that NWT is an incredibly important organisation, driving research, education and preservation across the county, and is privileged to be able to support the organisation.

Catherine Docherty – standing for election

Catherine is Senior Manager at Arcadia, a philanthropic foundation, where she develops environmental funding strategies and oversees a substantial portfolio of grants supporting solutions to the global biodiversity crisis. She works closely with the donor board to identify emerging opportunities, assess impact, and guide strategic investment in global conservation initiatives.

Alongside her role at Arcadia, she serves on the advisory board of Lund Trust, a philanthropic foundation focused on improving the UK’s environment.

She has more than 15 years experience in conservation, philanthropy, and environmental science, and has worked internationally in Japan, Greenland, and Spain. Her career has included research, conservation, grant-making, impact evaluation, and organisational strategy.

Catherine joined the Norfolk Wildlife Trust Board to support the Trust’s ambitions for nature recovery and to contribute her experience in strategy, charity governance, and conservation funding.

Naomi Palmer – standing for election

Naomi has lived in Norfolk throughout her life. She qualified as a teacher from the University of East Anglia in 1997, then continued to study for her Master’s degree in literacy a few years later.

She has worked for Ormiston Academies Trust for over 15 years, spending the previous 12 as Principal of Ormiston Victory Academy in Costessey.

Born in Great Yarmouth, Naomi is passionate about ‘levelling the field’ for students from disadvantaged backgrounds and alongside her role at Victory, she is also a Governor at Edward Worlledge Primary Academy. She also supports liaison between Ormiston Academies Trust and various independent schools to help students broaden their horizons, including the application process for available scholarships. Naomi’s love of nature tracks back to her childhood, but her son’s passion for wildlife and the environment has reignited that spark of interest in recent years. Through her teaching – and through leading her school through a pandemic – Naomi came to realise the true magic and value of not just outside space for young people, but the importance of wilderness.