



**emmaus**  
Village Carlton  
working together to end homelessness

# Trustee Candidate Pack

Working together to end homelessness



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## Welcome

Emmaus is an international federation that acts against poverty and social exclusion. Here at Emmaus Village Carlton (EVC), we provide a home, support and meaningful work to our residents (known as companions) who have previously been homeless or at risk of becoming homeless.

Our Board of Trustees are a cohesive and diverse group of professionals here to support companions along with our staff and volunteers. Trustees play an important governance and advisory role to support the continued success of the community and our social enterprises.

Thank you for taking an interest in joining EVC as a Trustee. We are an open and inclusive board, aiming to be flexible and accommodating of candidate's needs. We appreciate it's an important decision and time commitment and therefore encourage you to read through this pack and get in touch with myself or Angela if you would like an informal chat before applying.

This pack includes:

- About us – what we do, our background and ethos.
- Trustee Role Description and Person Specification.
- How to apply and contact us.

We believe everyone has something to contribute to the Emmaus movement and are committed to giving our Trustees all the support they need to make a positive contribution.

We look forward to hearing from you.

Lucia Smith  
Chair of Trustees



## About Us

**“Serve first those who suffer most”.**

### History

The first Emmaus community was founded in Paris, in 1949, by Father Henri-Antoine Grouès, better known as Abbé Pierre. He was an MP, Catholic priest and former member of the French Resistance, who fought injustice. He mobilised many in France to provide resources to enable homeless people to provide homes for themselves. Since then, Emmaus has grown into an international movement with more than 400 groups based in 41 countries across the world. All affiliated communities undertake to live sustainably and support those who fall through the net.

### Emmaus UK

There are 28 Emmaus communities across the UK, supporting 815 formerly homeless people. In addition, there are five Emmaus groups which are working towards setting up an Emmaus community in their area.

### How it works

Like any flourishing community, Emmaus is most successful when everyone contributes. For us, that means working together in the social enterprise, to generate funds needed to support the community and the companions that call it home.

In return, our residents (called ‘companions’) are expected to contribute 40 hours per week or as much as they are able in the charity’s social enterprise. They are required to stop claiming all working benefits except for housing benefit, which is handed over to help support the community. The ultimate goal is for each community to become self-sufficient, supporting itself with the revenue it generates through its businesses.

The Emmaus model restores confidence and self-respect because companions take responsibility for keeping their community going and work hard to support themselves and others.

Emmaus is not about giving hand-outs, it’s about providing people with the tools they need to help themselves. This approach has been proven to produce long-term, sustainable results. For the many people who have been stuck in a cycle of homelessness, Emmaus provides the safe space and support they need to take stock of their lives and make positive changes for the future.

### Our Stories

So many people have a great story to tell about how Emmaus has touched their lives. Whether they’re companions, staff, trustees or volunteers, these stories show the impact Emmaus can have.

<https://emmaus.org.uk/village-carlton/about-us/our-stories/>



## Emmaus Village Carlton

**“We offer a home, not just a bed for the night”.**

Emmaus Village Carlton (EVC) was set up in 2001 on a 6 hectare site in rural north Bedfordshire. We provide the resale of donated goods across retail shops and online, collection/delivery service, a Bistro, along with other fundraising events, sustainability and training & development initiatives. Up to 42 companions live on site and are supported by staff and volunteers, providing a safe and friendly environment to develop new skills and move on successfully when they are ready.

### Our Values

1. **RESPECT** – for others, ourselves, and our environment
2. **SOLIDARITY** – helping those in greatest need and opposing injustice
3. **OPENNESS** – to ideas, challenges, and other points of view
4. **SHARING** – our resources, skills, challenges, and successes
5. **WELCOMING** – friendly, approachable, and inclusive to all

### Our Mission

To grow our community for people who are homeless and to provide hope, opportunity and solidarity to those in need

### Our 2026 Ambition

- Provide more people with a safe and secure home for as long as they need it
- Be 100% self-funded through companion-driven social enterprises
- More than 95% of companions, staff and volunteers will describe EVC as a positive experience
- Increase our support each year through acts of solidarity
- Reduce our carbon footprint and actively work to improve our environmental impact
- Work more closely with Emmaus International and use our voice to contribute to the Movement



# Trustee Recruitment

## About the role

We look forward to welcoming new trustees to our board and are committed to building a diverse group of talent with a broad range of backgrounds, skills, and capabilities. This is an exciting time to join us as we continue to thrive despite the pandemic and execute the next phase of our strategic plan.

This is a strong, cohesive board where individual skills are highly valued and have helped develop a unique and successful model. However our companions are central to our ethos and success. Some choose to stay and make Emmaus their permanent home; others leave once they have found work and accommodation. Trustees are here to support companions and provide the strategic lead and governance of the community. We are particularly interested in hearing from a diverse range of candidates with experience and skills in any of the following areas:

- Social services, healthcare
- Fundraising
- Business Operations, IT, Legal
- Retail & Online Sales

## Main purpose of the trustee role

- Fiduciary responsibility, holding the organisation in trust and ensuring public confidence.
- Overall responsibility for the organisation's strategic direction.
- Ensure that it meets its legal duties, remains solvent and is well run.
- Ensure the organisation delivers its vision, mission, and values.

## Trustee person specification

- Integrity.
- Commitment to the ethos and values of Emmaus.
- Commitment to equal opportunities and the promotion of diversity.
- Good independent judgement and a willingness to speak one's mind respectfully.
- Ability to work effectively as part of a team.
- Willingness to devote the necessary time, enthusiasm, and effort.
- An understanding and acceptance of the legal duties, responsibilities, and liabilities of trusteeship.
- Ability to evaluate and interpret information and think creatively.
- Strategic vision.
- Ability to think creatively.
- Ability to analyse proposals and examine their financial consequences.

## Time commitment

- The board meets bi-monthly at Village Carlton or via video where required.
- Plus voluntary subgroup meetings and projects according to Trustee's interest, experience and availability.



## How to apply

Please email your CV along with a brief covering letter to Angela Foll, Chief Officer at: [angelafoll@emmausvc.org](mailto:angelafoll@emmausvc.org)

Please briefly outline in your covering letter:

- why you are interested in joining our organisation
- how your skills would add value to the role
- any other relevant information

### Our Location

School Lane, Carlton, Bedford. MK43 7LQ  
<https://emmaus.org.uk/village-carlton/>