



emmaus



Applicant Pack

Emmaus UK Trustee

Thank you for your interest in a trustee role at Emmaus UK. This pack provides you with useful information about our organisation, the role and the application process.

Please take the time to read this pack and our website to find out more about our charity, communities and social enterprises.

emmaus.org.uk 

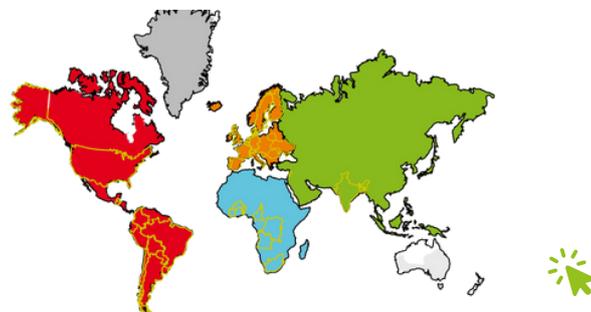
How Emmaus works	page 2
Vision, mission & values	page 3
Strategic plan	page 4
Emmaus UK	page 5
Our governance structure	page 6
Role overview	page 7
Role description	pages 8-9
Application process	page 10

How Emmaus works

Emmaus is an international movement of grassroots organisations set up to fight poverty.

There are over 425 local Emmaus groups across 42 different countries.

In the UK, there are 30 Emmaus groups, supporting more than 850 people who have experienced homelessness or social exclusion. We call these people companions.



Emmaus in the UK is a federation which

emmaus-international.org/en/

means each local Emmaus group is its own registered charity with its own staff team and trustees. We call these groups members. Members provide:

A stable home and a base to progress

In Emmaus, everyone is provided with a furnished bedroom. It's a stable home from which people can build their confidence, skills and plans for the future. Bills are covered, home essentials are provided and fresh meals are prepared each day. Individuals can relax and socialise together in shared living and dining areas.

A chance to gain skills and work experience

We offer the people we support opportunities to gain work experience within our social enterprises and communities. Many people find that participating in meaningful work brings focus, purpose and a sense of routine to their day. The opportunity to contribute as an active part of society plays an important role in restoring self-esteem.

A sense of belonging and community

Each Emmaus community is a supportive and welcoming environment where people can rediscover companionship and a sense of belonging. Each individual is given space and supported to rebuild, develop and thrive in their lives. We foster the sharing of life experiences and encourage peer support, helping everyone to grow together.





Our vision

A sustainable world in which everyone has a home and sense of belonging.

Our purpose

We exist to give hope and a sense of belonging to those who have experienced homelessness and poverty.

Our mission

To empower people affected by homelessness and poverty to change their lives for the better whilst using our voice to achieve social change.

At Emmaus UK, we do this by providing help, support and coordination to our members and protecting the principles, objectives and identity of Emmaus within the UK.

Our values

- **Respect** – for others, ourselves, and our environment.
- **Sharing** – for resources, skills, challenges and successes.
- **Openness** – to ideas, challenges, and to other points of view.
- **Solidarity** – helping those in greatest need and opposing injustice.
- **Welcoming** – friendly, approachable and inclusive to all.



I never thought I'd be homeless but stuff happens. Honestly, I wouldn't change what I've been through because I wouldn't be who I am today. I wouldn't have met my true self and proved how strong I am. Coming to Emmaus is one of the best decisions I've ever made.

Damian, former companion of Emmaus Salford





Our Strategic Plan for 2022 – 2027

WE WILL HELP MORE PEOPLE BY:

- Delivering a wider range of activities to address homelessness and poverty
- Maximising the use of every companion room
- Creating more homes where they are most needed
- Developing a wider range of employment and move-on options

WE WILL SHOUT LOUDER BY:

- Helping people to better understand who we are and what we offer
- Raising our profile within the sectors in which we operate
- Campaigning and influencing to improve the lives of the people we support
- Engaging more potential customers, supporters and companions

WE WILL WORK SMARTER BY:

- Improving our processes, making better use of technology
- Developing and growing our social enterprise
- Actively seeking opportunities to improve our environmental impact
- Investing in our people through training and development

WE WILL WORK TOGETHER BETTER BY:

- Improving our governance systems to achieve better coordination
- Developing effective methods for sharing learning and ideas
- Creating stronger links with the international movement
- Developing a contemporary and values driven culture



This plan has been developed by the federation of Emmaus charities in the UK to make sure we are in the best position possible to thrive in a post pandemic world.

As a federation of independent charities, Emmaus has the benefit of a strong community connection and the collective strength that comes from being part of a national and international movement. Through this plan we want to make the most of this collective strength and increase the positive impact Emmaus has in the UK.



Emmaus UK

Emmaus UK was set up to unify and support the federation in the UK and make our impact more than the sum of our individual parts.

To do this, we provide a central set of services to bring members together and support the growth of the movement. EUK also acts as the UK representative of Emmaus International.

The EUK team is split into three departments:

Resources - Leading our financial, technological, facilities and people strategies alongside providing support in admin, governance, finance, HR and referrals.

Fundraising and Influence - Leading our fundraising growth and communications strategy alongside providing support in fundraising, communications, policy and campaigning.

Partnerships and Federation Development - Providing one-to-one tailored support to the UK members of Emmaus, alongside general support with strategic partnerships, learning and development, retail support, quality assurance, data and impact evaluation.



Our governance structure



Emmaus UK is governed by the Emmaus UK Board, currently comprised of nine trustees, the majority of whom are elected by federation members.

Our committee structure combines EUK facing committees (in green) to ensure the board have the correct oversight of internal functions with federation facing committees (in orange) to provide the board with the views of members and beneficiaries across the movement.



The Emmaus UK governance structure has gone through a period of significant review and transformation and is now in a strong position to serve Emmaus for the future.

This is a particularly exciting time to join as a trustee as we begin to develop our next strategy for 2027 onwards and make key decisions around the model of Emmaus in the UK.

Jill Garner, Chair of Emmaus UK

Role overview

Emmaus UK trustee

Emmaus UK is currently undertaking feasibility work to consider the incorporation of an SPV which can become a Registered Provider of Social Housing on behalf of the Emmaus federation in the UK. This is an exciting prospect and would unlock significant potential to achieve our strategic objective to help more people.

To ensure that we are best positioned to pursue this opportunity we are looking to build the expertise of the Emmaus UK Board in:

- **Housing Association/Housing Expertise or relevant regulatory expertise** - providing strategic input as we develop the subsidiary and proceed with becoming a Registered Provider
- **Legal expertise** - ideally in a relevant field e.g. charity or corporate governance, housing, property, regulation etc
- **Property Acquisition and Development** - to support us with providing high quality services and managing sustainable growth

Joining the EUK Board at such a significant moment will enable you to play a key role in the future of Emmaus. You will be an integral part of developing the movement and central to making strategic decisions within EUK as the national body.



TRUSTEE ROLE DESCRIPTION

Location: Home based online meetings. Two annual face to face meetings.
Reporting to: EUK Chair and board of trustees
Line manages: None
Remuneration: This role is voluntary. Any travel expenses will be reimbursed.
Date: April 2023

Overall purpose

To ensure EUK pursues its charitable purposes, adheres to its principles & values and works strategically towards the benefit of companions, federation members and the public.

To ensure EUK complies with its governing documents, Charity and Company Law, financial responsibilities and other statutory and relevant legislations and regulations.

Principle responsibilities and duties

- To develop, define and agree the strategic vision, mission and priorities of EUK and monitor and evaluate its performance against these targets.
- To ensure EUK uses its resources exclusively for the advancement of its charitable purposes and solely in line with its values and principles.
- To ensure legal, regulatory and internal compliance to key governing documents and always act in the best interests of EUK and its beneficiaries.
- To ensure the financial sustainability and stability of EUK and its assets by overseeing and reviewing EUK budgets, accounts and financial reports.
- To ensure the proper investment of EUK funds and protection of EUK reserves.
- To ensure clear, effective and efficient administration of EUK activities, including good governance, risk management, policies, procedures and oversight.
- To support the Chair and Chief Executive in their leadership of EUK and ensure proper and formal arrangements for recruitment, appointment, supervision, support, appraisal and remuneration of EUK's Chief Executive.
- To model to and support the federation of members with developing good governance and best practice in their charities.
- To ensure commitment and active participation in the international Emmaus movement.
- To work towards EUK being an equitable, diverse and inclusive organisation.
- To safeguard the positive name, values and work of Emmaus.
- To prepare for, attend and contribute to board and committee meetings.

Specialist duties

In addition to the above general duties, trustees are expected to bring specialist skills, experience, knowledge or expertise in specific areas. It is their duty to use these specialisms to support the board as a whole to reach sound decisions. This may involve leading discussion on issues where they have specific expertise, highlighting key issues and providing insight, advice and guidance on new initiatives.

We are currently looking for trustees, with knowledge of housing regulation and related expertise, or with legal knowledge and expertise or with expertise in property acquisition and development.

Personal specification

Skills, knowledge and experience

Essential:

- Senior leadership experience
- Experience of strategy development and progression
- Risk management skills
- Evidence of continuing professional development
- Understanding of the role, responsibilities and legal duties of a trustee
- One of the specialist skills mentioned

Desirable:

- Experience or knowledge of working within a global charity or federated structure
- Understanding of charity legislation
- Experience of working in a trustee or non-executive director position
- Experience or understanding of financial oversight

Behavioural Competencies/Characteristics

Essential:

- Committed to integrity and transparency
- Able to communicate clearly with a diverse range of people
- Effective member of a team who is inclusive and supportive of others
- Able to maintain confidentiality and handle sensitive information appropriately
- Able to respect boundaries between leadership and management
- Able to commit the necessary time to the role
- Committed to the principles of solidarity
- Commitment to Emmaus values and code of conduct
- Able to operate with independent, evidence-based judgement
- Ability to examine information and determine consequences
- Positive attitude towards change
- Strong interpersonal skills
- Strategic, creative and agile thinker

Time commitment

EUK trustees currently serve for up to three, three-year terms.

The EUK Board meets online, quarterly as well as at an annual face to face two-day overnight strategy session usually in Autumn and an annual face to face meeting in Spring. The EUK Board currently has four internal sub-committees that manage specific areas of work and also meet online, quarterly. Each trustee is also required to become a member of one of these committees.



Application process

We would love to hear from you.

Please contact our Governance Manager, Maria-Angela Wells maria.wells@emmaus.org.uk to arrange an informal discussion about the role or to apply by sending your CV and cover letter.

The deadline for applications is Wednesday 31 December 2025.

Those shortlisted will be informed on Tuesday 06 January 2026 and invited to an interview conducted via Microsoft Teams on either Monday 12 January 2026 or Wednesday 14 January 2026. All applicants will be informed of the interview outcome by Friday 16 January 2026.

Emmaus UK provides equal opportunity for all applicants and is dedicated to an inclusive culture, where teams of people with diverse backgrounds, characteristic, perspectives, ideas and experiences all work together.

We welcome applications from all individuals irrespective of age, race, gender, sexual orientation, ethnicity, religion or belief, disability, marital status or parental responsibilities.

To ensure fairness and consistency, all applications are anonymised up until an interview has been confirmed so that shortlisting is based solely upon the suitability of the candidate's experience.