



cyrenians

TRUSTEE INFORMATION PACK



ABOUT CYRENIANS

At Cyrenians we tackle the causes and consequences of homelessness.

There are many routes into homelessness, and there is no 'one size fits all' approach to supporting people towards more positive and stable futures.

That's why all our work is values-led and relationships-based. We meet people where they are, and support them towards where they want to be. Our 170 staff do this through providing 57 services and enterprises across Falkirk, West Lothian, Edinburgh and Midlothian.

Our values are compassion, innovation, integrity and respect, and guide everything that we do.

Our vision is an inclusive society in which we all have the opportunity to live valued, fulfilling lives.

Our mission is to support people excluded from family, home, work, and community.

You can find out more about [our work here](#), and our [current trustees here](#).

WHAT IS A CYRENIANS TRUSTEE?

A Board of Trustees is the group of individuals responsible for a charity's governance and strategy. They ensure it's administered effectively, and accounts for its activities and outcomes.

As with many charities, our trustees are volunteers, so they're not paid for their time, but are reimbursed for any expenses, such as travel to meetings or events.

More simply, this means that they ensure that we:

- Look after our people
- Manage our finances well
- Operate legally and effectively
- Have a clear strategy for going forwards

It's important that boards include people with different skills, knowledge and experiences, so that they have a broad range of opinions and discussions when doing all of this.



BECOMING A CYRENIANS TRUSTEE

We'd love to hear from people who...

Share our values

Care about our work

Wish to contribute to achieving our vision.

WHY SHOULD I BECOME A CYRENIANS TRUSTEE?

Being a volunteer trustee brings lots of opportunities, and there are many reasons why people take on the role.

Making a difference

If you're passionate about making a difference then this could be the role for you!

As a Cyrenians trustee, you'll have the opportunity to use your skills, knowledge and experience to support our work and achieve our goals. Your conversations, decisions and actions will **build positive change** – with us, the individuals and families we support, our partner organisations, and wider society.

Learning

Being a trustee brings lots of opportunities to learn and develop your skills, such as those listed below. If you already have skills and knowledge in some or all of these areas, we'll encourage you use them to good effect, leading by example and sharing your expertise.

[About Cyrenians...](#)

You'll learn what makes us tick, and how our work makes a difference.

[About leadership...](#)

You'll experience different leadership styles, and hone your own leadership skills further.

[About governance...](#)

You'll learn more about being proactive in compliance, legislation, regulation and reputation.

[About strategy...](#)

You'll explore data, evidence, forecasting, stories and creativity to plan our ambitious strategies.

[About yourself...](#)

You'll participate in respectful debate, critical thinking and values-led decision-making.

Connecting

You won't believe the diversity of people you'll connect with! Being a Cyrenians trustee opens a door to meeting an incredible range of people, including other strategic leaders, and our own people and services. You'll connect, share, learn and build your own network – and maybe even sample our famous Arnotdale biscuits!



WHAT SKILLS AND EXPERIENCE WOULD I NEED?

We're really keen to hear from people with **working or lived experience** in the **issues we tackle**, and/or **services we provide**. We'd really like to improve the diversity of our board, to better reflect the diverse individuals and communities we work alongside.

We're particularly interested in people with skills, knowledge and working or lived experience in one or more of the following:

- Critical thinking
- Policy influence
- Business and technology
- Third and public sector or business (particularly Health, Employability and Education)

Do I need trustee experience?

We welcome people **with and without trustee experience** – your values, skills and experiences are most important to us.

Like anything, becoming a first-time trustee can be a daunting experience so we'll pair you with an experienced trustee who will 'show you the ropes' and answer any questions.

WHAT WOULD BE EXPECTED OF ME?

Your duties

Share your skills and expertise

Challenge our thinking

Commit to our values

Promote our work positively

Contribute to our governance

Join committees / short life working groups

Your time commitment

Attend eight trustees' evening meetings per year.

Participate in 1-2 planning, connection and learning days per year.

Represent Cyrenians at occasional events.

Commit to being a trustee for an initial two years.

#ChangeTheStory



WHAT SUPPORT WILL I RECEIVE?

We are committed to supporting all of our people to learn, develop and achieve their aims. This includes our trustees, so we will provide you with:

Training in being an effective trustee.

Support from an experienced trustee (if needed).

Visits with our people and sites to understand our work.

Access to our People learning programme.

Opportunities to lead on trustee activities.

WHAT'S NEXT?

1. Complete and send a **covering letter and CV** to recruitment@cyrenians.scot by **12pm on Friday 10 June**.
We'll also accept short videos, or voice notes if you find this more accessible.
2. If we think we're a good match then we'll invite you to an interview at the end of June (date tbc). We'll share our questions and tell you what to expect in advance.
3. We'll let you know if you've been successful in becoming one of our trustees, and our onboarding process will begin.

AND FINALLY...

You'll learn more about Cyrenians and becoming a trustee here:

[Cyrenians website](#) | [Cyrenians five-year strategic plan](#) | [Role of the trustee](#)

Thank you for your interest in Cyrenians.

We look forward to hearing from you.

If you'd like any more information or support with applying to be a trustee [please let us know](#).

