



**every
one**

deserves a decent
place to live.

Becoming a Trustee

Habitat for Humanity Ireland



Habitat's Vision is:
“A world where
everyone has a
decent place to
live.”



Habitat
for Humanity®
Ireland

**every
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**Globally, since 1976, Habitat has helped
more than 65 million people build or
improve the place they call home.**

Habitat for Humanity Ireland

One in four people in our world live in poor housing. Families are forced to live in places that are cold and damp, overcrowded or do not have a door that locks. Simple homes save lives. Families are healthier, children do better in school and parents have a chance to earn a stable income.

Every day, Habitat for Humanity works beside families to build, renovate or repair their home in more than 60 countries around the world.

Habitat advocates to improve access to affordable shelter and supports funding models that enable families with limited resources make vital improvements to their homes.

In Ireland, Habitat directly tackles poverty through its network of Habitat ReStores which provide access to low-cost home improvement materials, employability training for people of all abilities and diverts tons of material from landfill. Habitat also raises funds to support long-term partner programmes in some of our world's poorest communities.

Habitat is a Christian housing organisation which welcomes people of all faiths and none to help build a world where everyone has a decent place to live.



Our Mission

Seeking to put God's love into action, Habitat for Humanity brings people together to build homes, communities and hope.

Mission Principles

1. Demonstrate the love of Jesus Christ.
2. Focus on shelter.
3. Advocate for affordable housing.
4. Promote dignity and hope.
5. Support sustainable and transformational development.





Ireland

Strategic Plan FY26 - FY27



Working across two jurisdictions on the island Habitat Ireland focuses on delivering impact both at home; tackling poverty and inequality through its ReStore network and globally through support of key international partner programmes.

The scale of the housing deficit in Ireland demands that we influence the systems that affect access to housing to deepen our impact.

We will increase our capacity for advocacy; ensuring a clear focus on the growing housing deficit in Ireland and strong global advocacy which focuses on the systemic barriers to affordable housing globally.

Building on strong volunteer engagement we will continue to inspire action for housing; we will deepen our global citizenship education programmes fostering active citizenship, social inclusion and sustainable development.

Across Ireland, in all our work, we will seek to break down barriers and build bridges within and between communities:

- *serving the vulnerable and marginalised*
- *working in partnership with others*
- *engaging communities across faith, race and socio-economic divisions*
- *providing volunteering opportunities for people of all ages, backgrounds and abilities*

**A world where everyone
has a decent place to live**

Vision

Habitat seeks to impact the lives of 308,500 people in FY26 and FY27

Targets

Building More & Better Homes

Improve housing conditions for 3,000 globally and 300 locally. Directly tackle poverty in Ireland by supporting 300,000 individuals (at least 40% from deprived communities) to access affordable DIY and home improvement

Transforming Housing Systems

Develop partnerships and collaborations which increase shelter access and influence local government and policy

Inspire Action for Housing

Mobilise 5,216 local people as volunteers and advocates for affordable housing, sustainable development and global citizenship

Program Priorities

Support for strategic international partnerships

Provide support for low-income families, vulnerable communities and marginalised groups in Ireland

Inspire action for housing through volunteering, advocacy and global citizenship education (GCE)

Target Populations

Habitat works with people whose housing conditions are inadequate due to systemic exclusion and vulnerability

Marginalised Groups

Young people

Women

Major Trends

Habitat responds to the stressors and shocks that allow the housing deficit to persist and grow

Climate change and natural disasters

Gender inequality

Peacebuilding

Our 2025 impact in numbers

Hundreds of families in **Ukraine** stayed warm and able to heat a bowl of soup on locally produced wood burning stoves



1,688
tonnes of waste diverted from landfill

More than
3,000
local families were supported through ReStore's Christmas Toy Stores

40%
of ReStore volunteers are on a supported placement or need extra support

Every month volunteers give more than
4,000
hours of their time in ReStore

57
kitchens rescued from landfill last year

Supported
126
refugees fleeing **Gaza**, including 83 children whose urgent medical needs were met in **Romania**

121
households supported through the House to Home programme

1,428
young people took part in education programmes

Empowered a community in **Cambodia** through Urban Resiliency Programme with new homes, WASH programmes and livelihood support



Supported disaster response to Cyclone Freddy in **Malawi** – new homes, training, livelihood support for families and communities

25
local people supported to employment



Upgraded 4 collective shelters housing families forced to flee their homes and provided technical support for 50 families whose homes were damaged in **Lebanon**.

Approximately
40%
of ReStore's customer base come from deprived communities

138,802
people accessed low-cost materials through ReStore



Becoming a Habitat Trustee

Role Information

Role Description

Together with other members of the Board, each Trustee is legally and morally responsible for all activities of Habitat for Humanity Ireland (Habitat).

In addition to the legal duties imposed on all board members in the UK/Ireland, the key duties of each Habitat Trustee are to:

1. Establish Mission
2. Set direction
3. Ensure adequate resources
4. Extend outreach and ensure succession



Establish Mission

The mission statement is a phrase that states, clearly and unambiguously, why we exist in a community. Habitat's Mission, Vision and Principles are defined globally and the Board's role is to ensure alignment and relevance in Ireland.

An adequate mission statement and principles should serve as a guide to organisational planning, board and staff decision making, volunteer initiatives and setting priorities. The Board should assess programme activities against the mission to ensure that the organisation is fulfilling its purpose.

A mission statement should be discussed and reviewed regularly to ensure it continues to meet the specific needs of the community and that all Trustees are agreed as to the meaning and interpretation of the mission.



Set Direction

The Trustees have to set the direction for the organisation and create adequate plans to enable board and staff to translate the broad mission of Habitat into objectives and goals that can be measured and accomplished. This planning process involves two key types of planning:

Strategic plan:

Defines broad strategic goals and strategies, but not specific actions, with the aim of achieving Habitat's Mission. Plans for next three to five years. A primary responsibility of the Board.

Annual Operational plan:

Identifies the actions, timelines, budget requirements and person(s) responsible for each action step. The operational plan must ensure alignment with the strategic goals and objectives. The operational plan, and accompanying budget, while approved, monitored and evaluated by the Board, is often developed and implemented by staff.



Ensure adequate resources

Once the direction is set, the Board must ensure the organisation has adequate resources. These resources include:

Material resources:

Finding and securing new funding sources is one of the most important roles of the Board. While this task can be delegated to fundraising staff, it is the responsibility of the board. Trustees should assist with fundraising in their role as advocates of Habitat.

Human resources:

The Board delegates the implementation of its strategy to the Chief Executive, who together with the staff manages the execution of the operational plan. The Board must provide the Chief Executive with a clear and comprehensive job description, an annual performance evaluation and ongoing support. The Board must support the Chief Executive to recruit and manage a high-performance staff team, aligned with and committed to achieving Habitat's Mission. The Habitat Board is also responsible for their own composition. They must define any gaps, recruit new members to fill such gaps and ensure that all new and existing members fully understand and comply with Habitat policy and requirements.



Extend outreach and ensure succession

Each trustee has responsibility to enhance and preserve Habitat's public standing. The Board serve as ambassadors, advocates, fundraisers and community representatives of Habitat.

In performing this role, Trustees must ensure they are fully informed about Habitat's message and are honest in all their representations of Habitat.



Requirements of each Trustee

Trustees must fulfil the following requirements in their role as a board member of Habitat for Humanity Ireland:

- **An active and demonstrated interest in Habitat's Mission and Goals. This includes an acknowledgment that they accept Habitat's Christian principles.**
- **Ability to represent Habitat's Mission within a significant business and social network.**
- **A Trustee's skill base will add to the diversity and spectrum of the expertise within the Board.**
- **Willingness to engage with Habitat's Mission prayerfully and by financial giving.**
- **Commit 3-6 hours per month to Habitat Trustee duties, these include Board meeting preparation and attendance at any special requests/functions.**
- **Attend a minimum of 80% of required meetings of the Board during the year.**

Current Trustees (ROI)

Both Boards of Trustees work together across Ireland to increase impact for the most vulnerable, locally and globally.



Patrick Linders
Board Chair
Linders Group



Graeme McCammon
Former Managing
Director of NI-CO



Paul Linders
Linders Group



Mark Emerson
Mid-Ulster Granite

Current Trustees (NI)

The Board of Trustees work together across Ireland to increase impact for the most vulnerable, locally and globally.



Angus Beck
Board Chair

**Organisational
Leadership Specialist**



Joan Belton

**Strategic
Marketing
Consultant**



Sandra Moore

**Former Head of the
Welcome Organisation**



Michael Bambrick

**Empower Energy
Systems**

Next steps

- To apply for this role, [fill in the form on our website](#), attaching your CV and a brief supporting statement (max two sides of A4) telling us about your skills and experience you would bring to the role of Trustee and your motivation for applying.
- If you would like to understand more about the role, get in touch via email (info@habitatireland.org) to arrange an informal chat with our Chief Executive, Jenny Williams.

