

# Role description: IMI Trustee

## Role Overview:

General Trustees play a vital role in the governance and strategic oversight of IMI. They contribute to ensuring the charity meets its mission to create inclusive, inter-sectarian spaces for worship and community building by fulfilling their legal duties, supporting effective governance, and upholding IMI's Core Values. The Board of Trustees works collaboratively with senior staff to guide the organisation's development and impact.

## Who We're Looking For:

We seek committed individuals who:

- Are passionate about fostering inclusive and pluralistic spaces for Muslims of all backgrounds.
- Demonstrate good interpersonal skills and enjoy working with diverse communities.
- Understand and are committed to IMI's Core Values.
- Will engage actively with the Board, staff, and community to support IMI's mission.
- Can commit to attend meetings, prepare adequately, and participate in Trustee duties.
- Are open to learning about charity governance, risk management, and strategic oversight.
- Can contribute positively in discussions, challenge constructively, and support collective decision-making.

## Principal Responsibilities:

### Strategic Leadership & Governance

- Support IMI in delivering its charitable objectives for public benefit.
- Ensure compliance with legal duties, IMI's governing documents, and charity law.
- Contribute to setting and monitoring IMI's strategic direction alongside other Trustees.
- Participate in risk identification and management, including regular review of IMI's Risk Register.
- Promote sound management of the charity's financial and non-financial resources.

- Engage in the review, approval, and implementation of policies aligned with IMI's values and legal obligations.
- Support a culture of accountability, positive change, and conflict resolution within the Board.
- Diligently follow the IMI Board Terms of Reference and other relevant policies.

### **Board Engagement & Development**

- Attend quarterly Trustee meetings and other Board activities, preparing in advance to contribute effectively.
- Take part in Trustee development training, skills audits, and performance reviews to strengthen governance capacity.
- Assist in recruiting and inducting new Trustees to maintain a diverse and skilled Board.
- Foster constructive working relationships with fellow Trustees, the Chair, Vice Chair, and Director.
- Engage actively with the IMI community through events, online platforms, and volunteer opportunities when appropriate.

### **External Relations**

- Represent IMI positively and professionally when appropriate.
- Help build and maintain relationships with partner organisations and key stakeholders.
- Diligently follow IMI's policies on safeguarding and appropriate interaction with staff and beneficiaries.

### **Support to Leadership**

- Work collaboratively with fellow Trustees and senior staff, respecting role boundaries.
- Contribute Chair's, Vice Chair's and senior staff's appraisals and professional development processes.
- Provide advice, support, and feedback to senior staff as required where appropriate.

### **Time Commitment**

- Attend quarterly, and occasional one-off and extraordinary Board meetings.
- Participate in a Trustee induction day, annual Away Days and relevant training sessions.

- Flexibility in teamwork is vital - you may be asked to assist with governance tasks outside of Board meetings, according to your capacity, skillset and the charity's need.

## **Benefits of the Role:**

- Opportunities for governance, social justice, and leadership training.
- A chance to contribute meaningfully to an innovative, intersectional community organisation.
- Supportive Board culture prioritising accessibility, wellbeing, and professional development.

Trustees at IMI are key leaders in shaping an inclusive and accountable organisation that serves marginalised Muslims with integrity, care, and vision.

## **Eligibility**

To be eligible, you must:

1. Live in the UK.
2. Must not be disqualified by law from being a trustee.
3. Must be at least 18 years old.

You can read more about these rules [on the government website](#).

## **Application Process**

To apply, please [fill in the online form and upload your CV](#).

Deadline to apply: **30 June 2026**

Interviews will take place online.

Applications will be reviewed on a rolling basis – this position may close early if we find the right candidate(s).

For further information or if you'd like to discuss access requirements, please email [admin@inclusivemosque.org](mailto:admin@inclusivemosque.org).

# More about IMI

## What Does Inclusive Mosque Initiative Do?

We have two main streams of work:

### 1) Campaigning for safer, more inclusive support services.

We work with the mental health, domestic violence, and LGBT+ sectors to address the root causes of racism, ableism and misogyny, which stop Muslims from getting the help they need. Our key messages in our campaigning work are:

- Racism is connected to other forms of harm including misogyny, ableism, queerphobia and transphobia.
- Systems that support racism (like the asylum system) are designed that way on purpose. We also need to be intentional and strategic to get rid of them.
- We can often keep each other safe without needing the police. Many victims of violence are more likely to seek help if they don't have to deal with the police or the court system. To help Muslims get the support they need, we should focus on alternatives to policing and encourage those who have caused harm to get help as well.
- Society should provide communities with the resources they need instead of just trying to "save" them. This approach helps ensure that any support is meaningful and effective.

### 2) Community mosque events and paid-for services.

We host community events like Eid, Ramadan, and Halaqa events. We really need volunteers to help make these events happen, so a big part of IMI's work is finding, training, and supporting volunteers. We also offer Islamic marriage ceremonies, which we charge for.

## How is IMI Funded?

We mainly get funding from charitable trusts and foundations. We also get income from public donations, consultancy work, and offering paid-for services like Muslim marriage ceremonies. We don't accept funding from the government.

## What are IMI's priorities for the next few years?

We want to:

1. Make sure we have enough volunteers to run regular community events.

2. Create a plan for increasing our income (such as donations) to make sure our community events are sustainably funded.
3. Increase our core funding so we can hire more staff.
4. Develop ways to track how effective our campaigns are.
5. Set up systems to monitor our progress, evaluate what works, and use feedback from our community to make improvements.
6. Recruit, train, and expand our pool of volunteers to lead prayers.
7. Share what we've learned with Muslims in the UK who want to make changes in their own mosque communities.