



Here for young people
Here for communities
Here for you

Appointment of Chair of the Board of Trustees

YMCA WORCESTERSHIRE

REDDITCH / WORCESTER / BROMSGROVE / WYRE FOREST
WYCHAVON / MALVERN HILLS



Dear Candidate,

Thank you for your interest in YMCA Worcestershire. As our local communities - and the wider world - grapple with so many challenges, the crucial services we provide across Worcestershire are more needed than ever. Particularly by the most vulnerable young people in our neighbourhoods, who are disproportionately affected. Our vision is to build an inclusive future, where everyone can reach their true potential.

The Board, at the moment, is made up of seven trustees with experience, knowledge and connections from which you will benefit and to which you will contribute. We are aiming to increase this number to at least nine. Profiles of trustees can be found on our website: [Trustees - YMCA Worcestershire](#).

We are therefore seeking to recruit a Chair of Trustees who will join the Board at our AGM in September 2026 as our outgoing Chair steps down after a long and dedicated time in the role. We will ensure a meeting with the Trustees takes place before the AGM and a substantial induction process will support you in your role.

We hope this pack will enthuse and inspire you to consider this exciting role.

Annette Daly
Chief Executive Officer
YMCA Worcestershire





A note from the current Chair of YMCA Worcestershire

As current Chair of the Board of YMCA Worcestershire, I would like to thank you for showing an interest in joining us as a potential new Chair.

I joined the Board in a temporary capacity in 2021 and have stayed for almost 5 years! I have enjoyed my role very much and have many happy memories. Over that time our YMCA has stabilised its finances and refreshed our organisational strategy and 2026 heralds a new chapter for YMCA Worcestershire; building on what has been achieved to date.

We are a dedicated team of trustees and staff who work together for the benefit of the young people and their communities within Worcestershire. You will find more information about us on our website and social media pages.

If this sounds like a charity where you would like to bring your skills and experience to the Board table, please apply and I look forward to meeting you in the future.

Lindsay Sartori
Chair & Treasurer
YMCA Worcestershire



Who we are

Our vision is an inclusive future, where everyone can reach their true potential.

Together, we empower everyone to create lasting positive change in our communities.

We have served the Worcestershire community for over 100 years.



We want to be **honest** and **truthful** in our work. We will act with **integrity**.



We want to be **kind** and **caring** in how we work. We will show **compassion**.



We really want to **change lives** for the **better** in what we do. We will seek **transformative** impact.



We want to do it all in the **best way** we can. We will strive for **quality**.

We are proud of our diversity and work with all ages, faiths and backgrounds, as part of a global network of 14,000 separate YMCAs, celebrating 180 years of life-changing work. To learn more about the history and development of YMCA - the largest and oldest youth charity in the world - please see:

ymca.org.uk/about/history-heritage

ymca.org.uk/about-us/





What we do

YMCA Worcestershire is a long-established local charity supporting thousands of children, young people, and families each year across the county. We deliver evidence-based services with strong governance, robust safeguarding, and a clear commitment to long-term positive outcomes.

We support over 4,000 children, young people and families every year, working countywide to create safety, stability, confidence and opportunity for people facing disadvantage - helping them build stronger, healthier futures.

We provide:

- Supported accommodation for vulnerable 16-25 year olds
- General needs accommodation
- Early years care at 3 nurseries across the county
- A community centre at the heart of the Church Hill area
- Clubs, activities, mentoring and support for young people
- Bridge Family Project at HMP Hewell keeping families affected by incarceration connected and supported throughout their journey with the criminal justice system.



To discover more about the various aspects of our life transforming work, please explore our website at ymcaworcestershire.org.uk/about-us/.

Our Strategic Plan

Between 2026 and 2029, communities across Worcestershire will continue to experience:

- pressure on housing and affordability
- increased demand for support services
- workforce and funding challenges across the voluntary sector

This strategic plan sets out how YMCA Worcestershire will respond in a focused, sustainable and values-led way.

Our 5 Strategic Objectives are:

- Strengthen our organisation's people, culture and resources
- Build a financially stable and sustainable organisation
- Increase the quality and quantity of our housing offer
- Enhance and grow the support work we do in line with our social purpose and community needs
- Cultivate a strong brand identity for YMCA Worcestershire



Our Strategic Plan represents our commitment to:

- the people we support
- the communities we serve
- the partners and funders who place their trust in us

You can read all about our plans by clicking here -

ymcaworcestershire.org.uk/about-us/strategic-plan-2026-2029/

[Click to watch our YouTube video!](#)





Our Finances

Following a period of significant transition, YMCA Worcestershire has successfully moved into a phase of financial stabilisation and renewed strength. Like many in the sector, the combination of the COVID-19 pandemic and the conclusion of the £500,000 per annum NCS youth services grant necessitated a rigorous evaluation of our operating model.

Over the past 18 months, we have transformed our financial management, introducing a new finance team and robust controls to ensure strict budgetary adherence. This disciplined approach has yielded tangible results: in the 2025-26 financial year, our revenue exceeded £5 million for the first time, delivering a modest but vital surplus of approximately £70,000.

As a YMCA, our objective is not profit-seeking, but rather the diligent, prudent management of resources to ensure the long-term delivery of outcomes for our beneficiaries. Moving forward, our Strategic Plan focuses on maintaining this surplus to rebuild reserves, optimising our nursery and property portfolios, and ensuring our financial systems remain as resilient as the communities we serve.



Role Description

- ▶ Provide inclusive leadership to the Board, setting clear strategic direction and ensuring responsible use of resources
- ▶ Effectively chair Board meetings, encouraging open discussion, constructive challenge, and informed decisions
- ▶ Support the development and oversight of policies aligned to mission, values, and strategy
- ▶ Ensure Board decisions are clearly communicated, delegated, and implemented
- ▶ Act as an ambassador, representing the organisation with key stakeholders and at external events
- ▶ Build a strong, collaborative partnership with the CEO, offering support, oversight, and strategic alignment
- ▶ Lead the organisation through challenges and opportunities, driving effective solutions and continuous improvement

Person Specification

- ▶ Senior or board-level experience with strong governance and strategic insight
- ▶ Experience chairing groups or the ability to lead meetings effectively
- ▶ Understanding of trustee roles and responsibilities in a charity context
- ▶ Knowledge of, or interest in, relevant sectors (e.g. housing, youth, childcare, community)
- ▶ Ability to provide clear leadership, fostering collaboration, accountability, and constructive challenge
- ▶ Genuine passion for the mission and a commitment to positive community impact
- ▶ Strong alignment with our values: quality, transformation, compassion, and integrity
- ▶ Respect for and support of our Christian ethos
- ▶ Ability to commit time to Board duties, CEO engagement, and key events





Terms & conditions of role

The Trustee Board is responsible for the overall governance of YMCA Worcestershire.

Trustees commit to three-year terms, with the possibility of renewing this three-year commitment twice. Trustees serving for a maximum of nine years is our stated policy.

Board membership is not a remunerated position. However, expenses necessarily incurred in performing Board duties will be borne by YMCA Worcestershire.

There are 4 Board meetings per year, held on weekday evenings, plus one all day Trustee away day. At present all meetings are in-person and can be joined online if necessary, and are usually held in Redditch or the surrounding area. The Chair of the Board is an occasional visitor at Committee meetings, although they may choose to attend more frequently. The Chair is expected to provide a time commitment of up to 30 days per year in total.

Key dates:

Board Meetings:

15th June 2026

21st Sep 2026

7th Dec 2026

Annual General Meeting:

21st Sep 2026



How to apply

YMCA Worcestershire welcome applicants of all faiths and backgrounds.
The application deadline is: 25.05.2026

Your application should comprise:

- A covering letter of not more than two pages outlining your motivation and relevant experience
- A full CV showing the more significant positions, responsibilities held and relevant achievements.

Please send your application to dominique.needles@ymcaworcestershire.org.uk

Should you have any specific questions about this opportunity, please contact Dominique Needles via the above email.

Many thanks for your interest in the work of YMCA Worcestershire.