

Do you want to make a difference in the lives of young people and communities?



Becoming a Trustee with YMCA Worcestershire

Trustee application pack



Here for young people
Here for communities
Here for you

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

FAMILY & YOUTH WORK

HEALTH & WELLBEING

HOUSING

TRAINING & EDUCATION

SUPPORT & ADVICE

Welcome

As Chair of the Board of YMCA Worcestershire, I would like to thank you for showing an interest in joining us as a trustee. 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 (details of how to do this are on page 13 to 14 below) and I look forward to meeting you in the future.

With best wishes

Lindsay Sartori

“Everyone should have a fair chance to discover who they are and what they can become.”



There are essential building blocks for a full and rewarding life: a safe home; acceptance; guidance; friendship; physical and mental health; academic support; employment skills; and access to real opportunities.

Many young people have never known these things; other people have lost one or more as they grew up, but we all need them. All of us.

At YMCA, we provide these critical foundations for a fresh, strong start for young people and a better quality of life in the community.

As a trustee in YMCA Worcestershire, you will...

- ▶ Be a part of an inclusive Christian movement, transforming communities so that all young people can belong, contribute, and thrive
- ▶ Influence and network at a local (and maybe national) level
- ▶ Have a chance to give expression to your Christian faith and apply Christian values
- ▶ Gain experience within a friendly and committed Board
- ▶ Receive support in your role through training and development opportunities

Contribute to a great cause

Our Mission

YMCA Worcestershire is a Christian charity committed to supporting all young people and communities, particularly in times of need.

The YMCA was founded on 6 June 1844 by George Williams (1821-1905). He was a young man working in London who perceived a need for more purpose and meaning in the lives of the others who worked with him. To this end, he gathered a group of young men and established the Young Men's Christian Association. This humble beginning wasn't long blossoming into something much more far reaching than could ever have been imagined:

YMCA is the oldest and one of the largest youth organisations in the world.

Its goal is to be *the* global youth empowerment organisation: empowering, inspiring and mobilising young people to find and share their voice on the issues that matter to them and to the world.

YMCA helps young people to better themselves, to better their communities, and to better their world. It gives them the *Space* to bring about *Transformation* in themselves and their communities, and make a positive difference - an *Impact* - as a result.

Founded in London in 1844 as the Young Men's Christian Association, YMCA has grown to reach over 60 million people a year across 120 countries.

Established as a safe space for young Christian men, YMCA now welcomes men and women of any or no faith, of any race or background. With nearly 90,000 staff, some 920,000 volunteers and 12,000 branches worldwide, its work embraces young and old.

Excerpt from World YMCA website: <https://www.ymca.int/about-us/>

We are part of an inclusive worldwide Christian Movement, whose vision is to enable people to live, learn and share to build a brighter future in mind, body and spirit.

And we were 180 years old in 2024!



Concerned for the welfare of his fellow workers, Williams gathered some likeminded friends around him and began to put together a number of activities, which enabled the **young people in his area to begin to address their own needs and to build better lives for themselves.**

The first meeting took place in the London shop in which he worked, and is now commemorated with a plaque.



Here for young people
Here for communities
Here for you

We work to transform communities in the Worcestershire area, so that all young people can belong, contribute and thrive – in essence, **we want an inclusive future where everyone can reach their true potential.**

Our Values

Our values are based on our Christian principles:



Integrity

“a man of integrity” Matt 22:16

We want to be honest and truthful in how we work; we act with **integrity**

Compassion

“He had compassion on them” Mark 6:34

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

Transformative

“Have life... to the full” John 10:10

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

Quality

“Be perfect...” Matt 5:48

We want to do it all in the best way we can; we strive for top **quality** (even if we can't quite reach perfection!)

What we do, day to day

- Provide supported housing for those who need it (as well as non-supported affordable accommodation).
- Deliver early years care and education through our nursery settings.
- Use our community centre as a hub to provide services and for outreach to local people.
- Provide employability, youth, prison, and other relevant support services.

The structure of our charity

The YMCA has had a presence in Worcestershire for over 150 years. In 1869 the inauguration of Worcester YMCA was held in a building at Pierpoint Street in Worcester, just 25 years after it was founded.

In 1978, YMCA Redditch was opened (just as the Village People started singing about us!) and we moved to our current location in the centre of Church Hill in the early 1990s.

YMCA Worcestershire, as it stands currently, came into existence in 2013 as a result of the amalgamation of YMCA Worcester with YMCA Redditch.



Members of our youth team demonstrating the YMCA hand actions!

We use the term “YMCA Worcestershire” to refer to the group that comprise four separate legal entities.

WORCESTERSHIRE YMCA LIMITED is the main charity and is the ultimate holding company. It controls the much smaller charity WORCESTER YMCA.

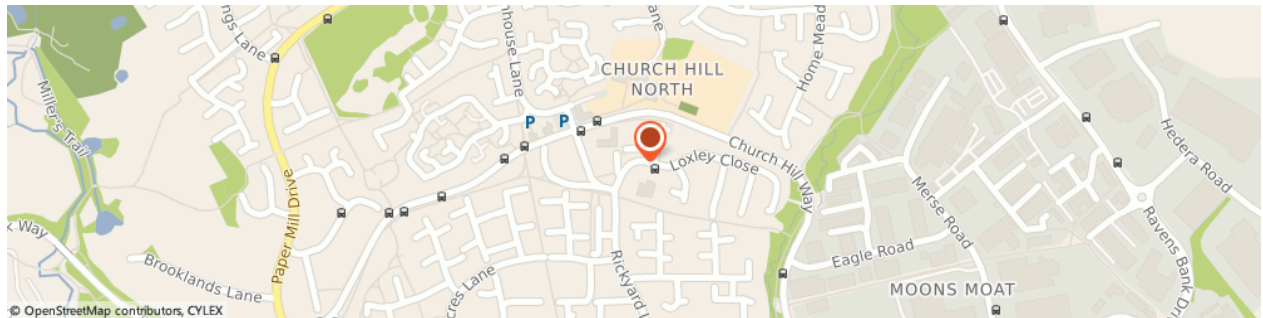
In turn, WORCESTER YMCA owns two trading subsidiary companies, LITTLE TREASURES LIMITED and FIRST CLASS NURSERY (KIDDERMINSTER) LIMITED, both of which are children’s nurseries.

Where we are based

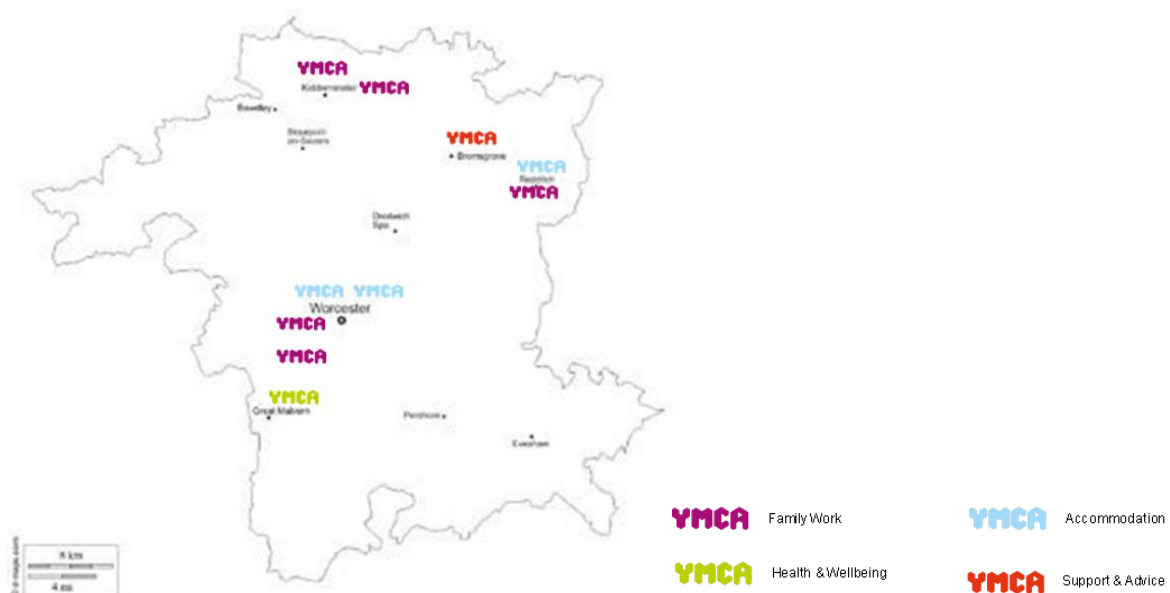
YMCA Worcestershire covers the geographical area across the county of Worcestershire.

Our main office is based in Redditch, and we have other sites in Redditch - as well as Worcester and Kidderminster.

We also deliver much of our youth work across the county through schools and in links with churches and other partners.



Over time, we hope to extend our presence into more parts of the county.



More about our work

HOUSING

Our core business is our housing provision. We have 85 units of supported housing across three sites: Gordon Anstis House in Redditch as well as Moreton House and Foresters which are both based in Worcester.



These are for young people who benefit from additional support to help them build life skills, engage with other residents, and contribute positively to their community; all of which is preparing them to move on and live independently in their own home.

We also are providers of 126 general housing units through three other sites: Knowle Close and Frederick Eary House in Redditch, and Beech Bank in Worcester.

In total, we provide homes for 211 people in our county.

NURSERIES

We have nurseries located in Redditch, Kidderminster and Worcester that offer around 250 childcare places to families across our communities.

They are rated a strong “GOOD” by Ofsted across all categories:

- ✓ Quality of education;
- ✓ Behaviour and attitudes;
- ✓ Personal development; and
- ✓ Leadership and management.



YOUTH WORK

We work with various groups across the county and in schools to reach young people at pivotal stages of their lives. Currently we have youth clubs in Redditch, Bromsgrove, Kidderminster, Worcester, Tenbury Wells and Rubery and deliver services to around 900 young people every year.



These clubs not only provide young people with the opportunity to take part in group events and have fun, but also provide valuable opportunities for them to volunteer and learn new skills within the community.

We also have an established group of young people who we work with to develop leadership skills, increase confidence and create positive social change in the local community.

COMMUNITY CENTRE/DEVELOPMENT

Our Redditch Community Centre – Willow Trees – is more than just a venue; it's a hub of enrichment and essential services tailored to meet the diverse needs of our local community. We use our centre, not only for our own initiatives, but also open it to local businesses and groups in order to enhance the quality of life for those who use it.

We are also partnered with NHS to provide eye tests and with Age UK to provide support for our local elderly residents with both outreach services operating from our community centres.

We are actively exploring ways to develop this centre further as a hub for contact and outreach and to use it more as a platform for raising our profile and signposting to other elements of our work. By placing our community at the heart of everything we do, we aim to create a welcoming, inclusive and supportive environment where everyone can thrive.



PRISON WORK

We also have a significant YMCA presence in the local prison: HMP Hewell.

Our Rainbow HMP Hewell Project provides a range of services:

- Parenting courses, to improve parent-child relationships and to support children with incarcerated parents.
- Family days, where prisoners can spend time with their children in a safe and nurturing environment.
- Storybook Dads, which enable parents in prison to send a story recording, and a sense of presence, to their children, as a way of maintaining connections.
- Art workshops, where prisoners can take part in creative sessions, such as card making, to make personalised gifts for their children.



Responsibilities of a Trustee

By becoming a member of our Board of Trustees, you become both the trustee of two registered charities and director of a company limited by guarantee. With your colleagues on the Board, you will be collectively responsible for ensuring effective governance.

There are 6 main responsibilities – see below for outline and hyperlink for more details.

Support and guidance will be given to help you learn and exercise your role.



Further information can be found in the Charity Commission [Welcome](#) leaflet and [Essential Guide](#).

Influence and Network at a National/Regional Level

We are one of 88 YMCAs across England & Wales. All YMCAs are run as independent charities but we recognise the value in collaboration and strength in numbers and so we are glad to be a member of the **YMCA Federation in England & Wales** (see [YMCA England & Wales - We believe in young people](#)).

As well as working locally within our own patch, we are part of a **Regional Group of YMCAs** in the Midlands and we enable active networking between our Chairs, CEOs, Strategic Leaders, HR leaders and Finance leaders with regular online/in person meetings. In these groups we build relationships and share dilemmas, solutions, documents, expertise and are present to each other as voices of encouragement.

Model our Christian values

The Christian faith is the foundation on which the YMCA Movement is built, not just in England and Wales, but across the world. Trustees are expected to uphold the Christian aims and purposes of YMCA and pursue the furtherance of its Christian objects.

The way we act across our YMCAs in England & Wales is characterised by five strong and distinctive values that flow from our Christian ethos.

YMCA England & Wales' brand values:

- ▶ *We seek out*
- ▶ *We welcome*
- ▶ *We inspire*
- ▶ *We speak out*
- ▶ *We serve others*



Our Articles of Association ask for commitment to our Christian ethos from all incoming trustees and this is based on the [Challenge 21 statement \(1998\)](#):

“Affirming the Paris Basis adopted in 1855 as the ongoing foundation statement of the mission of the YMCA, at the threshold of the third millennium we declare that the YMCA is a world-wide Christian, ecumenical, voluntary movement for women and men with special emphasis on and the genuine involvement of young people and that it seeks to share the Christian ideal of building a human community of justice with love, peace and reconciliation for the fullness of life for all creation.



Each member YMCA is therefore called to focus on certain challenges which will be prioritized according to its own context.

These challenges, which are an evolution of the Kampala Principles, are:

- **Sharing the good news of Jesus Christ** and striving for spiritual, intellectual and physical well-being of individuals and wholeness of communities.
- **Empowering all, especially young people and women** to take increased responsibilities and assume leadership at all levels and working towards an equitable society.
- **Advocating for and promoting the rights of women and upholding the rights of children.**
- **Fostering dialogue and partnership between people of different faiths** and ideologies and recognizing the cultural identities of people and promoting cultural renewal.
- **Committing to work in solidarity with the poor**, dispossessed, uprooted people and oppressed racial, religious and ethnic minorities.
- **Seeking to be mediators and reconcilers in situations of conflict** and working for meaningful participation and advancement of people for their own self-determination.
- **Defending God's creation against all that would destroy it** and preserving and protecting the earth's resources for coming generations.

To face these challenges, the YMCA will develop patterns of co-operation at all levels that enable self-sustenance and self-determination.”

YMCA Worcestershire is committed to reflecting and authenticating its Christian ethos and values, in its policies, standards and practices, with transparency and integrity.

Gain Experience and bring your skills to a committed and friendly Board

The Board, at the moment, is made up of 8 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 ten, but preferably 12. Profiles of trustees can be found on our website: [Trustees - YMCA Worcestershire](#)

The Board is responsible for ensuring effective governance, setting and monitoring the Charity's strategic direction and policies, and ensuring compliance with all relevant legislation and regulations (including the Charities Act 2011 and Companies Act 2006). Because we have supported housing and nurseries, we also need to maintain compliance with the requirements of the Regulator of Social Housing and with Ofsted.



The Charity Commission [website](#) has more information on the duties of a Trustee.

More information about standards of best practice for governance can be found on the Charity Governance Code [website](#).

As a member of the YMCA E&W Federation, we are also starting to work towards Level 1 of Trusted Charity Status; this is providing us with a good benchmark for reviewing what we do well and what we have yet to improve.

Receive Training and Support

As a new trustee you may wish to take up the offer of a “buddy”. This may be an existing Trustee or an independent person to support you in your new role.

You will also be supported by the Board and Senior Management team. You will be able to have regular reviews and an annual one to one with the Chair of Trustees, which is an opportunity for you to identify any learning needs or areas for development.

Learning and development - One of the benefits of volunteering is being able to access learning and development opportunities relevant to the role. Being part of the YMCA national network widens our scope to hear about projects across the country. We will always flag up openings for development, whether this be a training course, a conference, a seminar or other training opportunity. We also will ask you, as a trustee, to let us know if you spot any opportunities for learning/development that you think might be useful to yourself or other trustees on our board.

Expenses - We reimburse you for expenses, including travel, to help you carry out your role effectively. You shouldn't be out of pocket while you support us; your gift is your time and expertise.

Our Current Needs

Whilst we would welcome applications from anyone who feels they would make a good trustee, we especially value kindness and those who are empathetic to the position of young people, with a heart for the work we do.

We would like our Board to be more diverse and particularly welcome applications from ethnic minority backgrounds and experience plus applications from potential trustees who are aged under 30.

Previous board/trustee experience is desirable but not necessary.

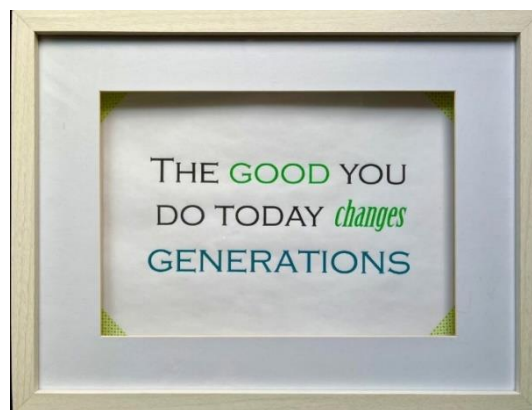
We use a skills/experience matrix to ensure that - across the Board members, advisers to the Board and the senior team - we have the mix of expertise needed to govern the organisation.

At this time, we are particularly interested in hearing from people with expertise in:

- **Strategic development**
- **Social Enterprise and/or Fundraising**
- **Law and legal knowledge/experience**
- **Asset management/development**
- **Digital systems and IT infrastructure - especially cyber security**

However, we also know that **life experience, volunteering, community involvement and passion can be as valuable as work-based knowledge and skills**, so if your particular expertise or interest isn't listed above, don't let that put you off!

We welcome expressions of interest from **anyone** who wants to support us and feel they have something to offer.



Trustee Application Process

Selection Process

1. In the first instance we would encourage you to reach out by emailing the CEO/ Board Secretary – Dr Annette Daly (annette.daly@ymcaworcestershire.org.uk) to arrange a time for an informal chat by phone or zoom or in person.
2. Submit application (see below) - email your answers to the CEO.
3. Shortlisted candidates will then be invited to an informal interview with the Chair and / or another member of the Board.

Please note that in accordance with Charity Commission guidance all trustees are required to complete a **Trustee eligibility declaration** form on appointment – see here for details and to ensure none of the exemptions apply to you; if you're not sure, please check with Annette or the Chair:

[Trustee eligibility declaration form \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

How to Apply

Please write a supporting statement answering the below questions and email your answers to [Annette Daly](#) with the email subject 'Trustee Application'. Please:

1. Outline **what motivates you to apply** to become a trustee of YMCA Worcestershire (300 words max)
2. How do you think your **skills, experience and qualities** will enable you to fulfil the role of a Trustee at YMCA Worcestershire, as described in the Trustee Application Pack (500 words max)
3. Describe **how you live out the Christian values and ethos** of YMCA Worcestershire (300 words max)

Please also include your **name, address, email, and telephone number** so we can contact you, as well as the contact details of **two referees** who we can contact as part of the application process.

You can provide your answers in whichever format best suits you. This could be:

- ▶ Answers written in the body of an email
- ▶ Answers written in a Word Document or PDF attached to an email
- ▶ Recording your answers in video format and sending via email, WeTransfer, Google Drive or Dropbox

No format will be preferred above any other.

Regardless of how you choose to communicate, please answer all questions. We welcome your CV as additional information too.

Please submit your Expression of Interest to Annette (annette.daly@ymcaworcestershire.org.uk) and she will be pleased to hear from you.

You will be contacted shortly afterwards to liaise with you for an informal chat and an outline of next steps.

**Thank you for your interest in YMCA Worcestershire.
we look forward to continuing the conversation with you very soon!**

