

# YMCA

Herts • Beds • Bucks

OneYMCA.org

# YMCA

Here for young people  
Here for communities  
Here for you

# Trustee Application Pack



# Welcome from our Chair of Trustees and Chief Executive

Our charity is growing rapidly to help meet the increasing needs in our society. If you would like to make a difference to the local children, young people and families who need it most, then this could be the moment to bring your experience and drive to our fast-paced and ambitious Christian charity. As we grow, we need even more expertise and cutting-edge thinking on our Trustee Board to ensure lasting impact is made in more people's lives.

We're part of the broader National and International YMCA family, but oversee our own governance as a separate Group of local charities in Herts, Beds, Bucks, and beyond. Our focus has always been to help young people belong, contribute, and thrive in body, mind and spirit – and we're poised to step this up another gear. At the start of a new five-year strategy, we're bursting with potential and ready to launch into the next phase of our development that will see us grow beyond a £50m turnover. What matters is the impact that money can have – we'll grow our staff team to above 800, diversify to new geographical areas, develop services in new sectors and expand to support more than 200,000 people each year.

We are interested in anyone with experience in the areas of work we deliver but will have a particular need to bolster our supported housing expertise (as this environment becomes increasingly regulated), financial governance experience (as long-standing trustees in this area are set to retire) and Safeguarding. We're welcoming, inclusive and try to enjoy ourselves even while doing serious business. We support the Get on Board Programme and have a good balance of skills and backgrounds on the Board, but acknowledge that we don't yet proportionally represent the ethnic diversity of the regions we serve.

YMCA has a rich Christian heritage stretching back more than 180 years and we ask that all Trustees should be comfortable with prayer and reflection as part of our meetings, working within a Christian ethos and upholding our Values of Respect, Compassion and Growth.

If you share our Vision and Values and could bring relevant skills, experience, and energy to support and challenge our passionate Executive Team, then we would love to hear from you. You can find more information and apply [\[here\]](#) and feel free to contact us for an informal discussion.

**Bishop Richard Atkinson OBE, Chair**  
**Guy Foxell, CEO**



# Welcome to One YMCA

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

We deliver a range of programmes and services that tackle the issues facing local people and ensure that there are opportunities for young people throughout our work, from apprenticeships to work experience and childcare to youth work.

We work with all ages, faiths and backgrounds, as part of an international movement rooted in more than 120,000 communities around the world.

We have served local communities for over 130 years and we reach thousands of people every day.

Our values help us navigate the way ahead in changing times.

## We champion respect

so everyone can BELONG

## We show compassion

So everyone can CONTRIBUTE

## We inspire growth

so everyone can THRIVE



We have helped over

# 115,000

local people a year

**Belong, Contribute and Thrive**





# YMCA England & Wales and World YMCA

**One YMCA is an independent charity which is a part of the oldest and largest youth-focused movements in the world.**

The YMCA movement was founded in 1844 and now operates in 120 countries, reaching over 65 million people. YMCA associations are strongly rooted in their communities and offer a variety of programmes and services based on local priorities and issues affecting young people and their communities.

World YMCA's goal is to be the global youth empowerment organisation and partner of choice: empowering, inspiring and mobilising young people to find and share their voice on the issues that matter to them and to the world.

YMCAs in England and Wales are part of the national movement. Together, we intensively support 375,000 young people every year, ensuring each young person we meet has an opportunity to belong, contribute and thrive.

# Overview of what we do

## Housing

We provide trauma focussed supported accommodation for those experiencing or at risk of homelessness.

Presently we provide housing services and supported living across 12 different districts in Hertfordshire, Bedfordshire and Buckinghamshire.

The dynamic pathway to independence is a seamless, continuous movement towards independence covering five stages - Initial, Intensive, Transitional, Step down and Move on.

## Health & Wellbeing

We provide personalised sport and recreation to promote overall health and wellbeing for our beneficiaries through Project Resilience and our Community via our Community hubs.

## Family & Youthwork

We now deliver the Family Support Service across the whole of Hertfordshire, complementing the Children's Centre services we provide in Bedford Borough.

## Youthwork

Our skilled and committed One YMCA Youth team deliver a diverse range of activities with young people aged 8 - 18 (up to 25 SEND). We work across Herts, Beds, Bucks and beyond delivering in community spaces, schools, youth clubs, parks and anywhere young people come together.

## Airplay

A collaboration of YMCAs across England, Wales and Scotland delivering the RAF Benevolent Funds youth support scheme Airplay.

## Support & Advice

We provide Therapeutic support for those experiencing domestic abuse and sexual violence and mental health counselling services for young people.

Our Chaplaincy team supports our beneficiaries, volunteers and staff.

## Training & Education

We provide children with the very best nursery experience with a focus on the individual child and their very unique needs. The care and commitment of our team was highly praised in our Ofsted report, and we were delighted to be graded 'Good' at our last inspection. We have places for over 100 children aged between three months and five years.



Last year we moved

**358**  
people

into settled  
accommodation



**65,086**

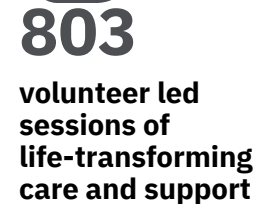
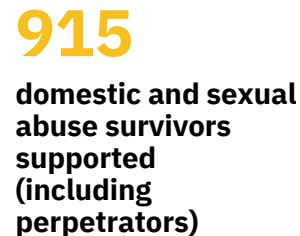
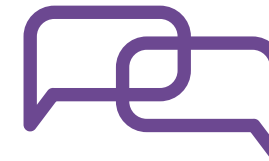
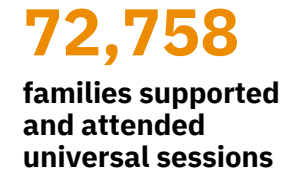
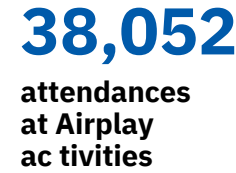
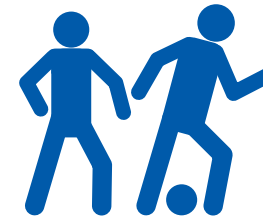
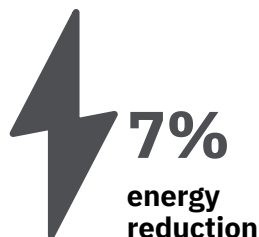
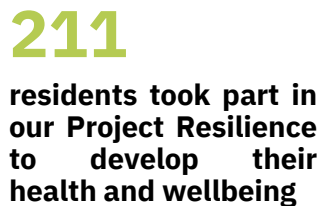
children & young people  
engaged with



**72,758**  
families

Supported and attended universal  
sessions

We helped over **115,000** local people **Belong, Contribute and Thrive** in 2023/24



# Our strategy

## Mission 25

Following the success of Mission 25, our five-year organisational strategy running from 2020 to 2025, we have made significant strides in doubling our impact and re-evaluating the best ways to advance our charity. Throughout this period, numerous concepts have been established and refined by our dedicated staff, trustees, and volunteers.

## Twenty by 30

As Mission 25 draws to a close, we are focused on sustaining this momentum into 2030 and beyond. Our aim is to contribute to the Global YMCA Movement while enhancing our local strategy to deepen our impact. We are collaborating with our Board of Trustees to define the 'Twenty by '30' strategy, which aims to unlock potential across our diverse services by doing 'More & Better, Together' in twenty areas selected by our colleagues and beneficiaries.

This initiative will enable us to help even more people to Belong, Contribute, and Thrive in Body, Mind, and Spirit from now until 2030.



# One YMCA Trustee main responsibilities

## Board Member Role Description

When becoming a member of One YMCA Board you become the Trustee of a registered charity. Together with your colleagues on the Board you will be responsible for ensuring the affairs of the charity are conducted legally and properly. Support and guidance will be given to help you learn and exercise your role.

As well as taking an active interest in the life of One YMCA there are also opportunities to serve and influence the YMCA Movement at a regional, national or international level.

## Tasks and Responsibilities

- With the assistance of the Chief Executive and appropriate professional advisers, to ensure that the organisation complies with regulatory and statutory requirements.
- To ensure that the properties, assets and funds of the Charity are properly managed and protected.
- Ensure One YMCA pursues its charitable objects as defined in the Memorandum and Articles of Association.

## Leadership

- To ensure that the Christian ethos of the Movement is evident in the life and work of One YMCA.
- To act at all times within the Code of Conduct for Board Members.
- Act fairly and in accordance with good employment and equal opportunities principles in making decisions affecting the appointment, recruitment, professional development, appraisal and remuneration of the Chief Executive.
- The Board has a responsibility to develop and ensure the maintenance of a properly constituted, balanced and competent Board, including providing clear procedures for selection, election, training, retirement and, if necessary, removal of trustees.

## Strategic Direction

- Formulate and review regularly, with the help of the Chief Executive One YMCA's vision, values, business plan and strategy, as well as policies for their fulfilment.
- To work with the Executive Team in developing and agreeing a strategic plans.
- To monitor progress through the Trustee Committees, and monitor annual plans, against an agreed reporting structure.

## Time Commitments

Board members will be required to attend our bi monthly Board meetings; prepare and contribute appropriately and effectively.

In addition to attending Board Meetings, it is customary to serve on one of the committees established to support the Board in its responsibilities. These also meet quarterly.

## Training

- There will be opportunities to participate in periodic training and to stay abreast of good practice.
- We will provide a thorough induction process to support you.
- The National Council of YMCAs provides support and advisory services. We also have resources through other local and national resources which we can provide you with.



# Board member person specification

## Qualifications & Experience

### Essential

- Good understanding of and sympathy with the Christian faith, with the desire and ability to help us translate that faith into action.
- An Active commitment to One YMCA, the areas and beneficiaries it serves and the causes it supports including eradicating homelessness, supporting families and young people, providing therapeutic support to victims of sexual violence and domestic abuse, improving local communities.
- Actively contribute your knowledge and expertise to the Board and Executive in order to influence and direct the strategy and key decisions of One YMCA.
- Actively communicate, role model and represent the One YMCA's mission, values and ethos in all dealings.
- Commit time to reading papers, attending Board and Committee meetings, awaydays and making other contributions as necessary.
- Work as part of a team, contribute to discussions at Board meetings and with staff to reach consensus, make collective decisions accept collective responsibility.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of Trusteeship.

### Desirable

- A willingness to take on an active and committed role on the Board with potential take on more senior positions, such as chairing a committee in accordance with routine succession planning.
- A willingness to assist in networking and fundraising.

## Skills, Knowledge & Experience

We ask that all our Board members apply their skills, knowledge, experience and insights for the good of the organisation and we routinely review the skills that make up our board to identify any potential gaps or desirable skills that may arise.

Whilst we are interested in a range of skills that could support our Charity during this recruitment we are particularly interested in receiving applications from individuals with skills and experience in the following areas:

- Social Housing (including lived experience of social housing)
- Finance
- Governance and Regulation (within Social Housing Sector)
- Safeguarding

To be considered for membership of the Board of Trustees you need to be 18-years of age or over. You cannot be a Board member if you are bankrupt, have been convicted for an offence of dishonesty or deception or are disqualified for any reason.





# Equality, Diversity and Inclusion Statement

## Statement of Intent from One YMCA's Board of Trustees

One YMCA is committed to creating a truly equal and inclusive environment. The people we support are diverse individuals and so are we. We aim to recruit and retain great people from a wide variety of backgrounds, not just because it's the right thing to do, but because it makes us stronger.

We are committed to ensuring a welcome for all, and we will do all we can to ensure an inclusive environment where everyone can fulfil their potential and achieve great things, regardless of and sometimes because of race, colour, faith, gender, gender identity or expression, sexual orientation, marital status, parenthood, national origin, disability or age.

We challenge all forms of discrimination and social injustice, and we work to educate and enlighten.



## Application process

For further information or to arrange an informal discussion with our CEO please contact:

**Lorraine Stocken**

Governance Manager

**Email: [lorraine.stocken@oneymca.org](mailto:lorraine.stocken@oneymca.org)**

**tel: 07717 348917**


Applicants will be shortlisted and invited to an interview with our panel, which will include the Chair and Chief Executive.

References will be sought during the interview process, and a check with the Disclosure and Barring Service (DBS) will be conducted.

Successful candidates will have the opportunity to attend a Board meeting as an observer before making their final commitment.

# Thank you for considering this role

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