



YMCA HUMBER

Chair of the Board



Here for young people
Here for communities
Here for you

YMCA HUMBER

2024

‘Year in Review’



We would love to show you some of the great work that took place across our organisation in 2024.



Welcome

Message from our Chair of Trustees.

As Chair of YMCA Humber, I have been fortunate enough to have been involved in some of the most amazing and innovative projects, working alongside a fabulous group of trustees, all of whom bring the highest level of skills and insights into our organisation.

As we move into the next stage of our journey, I am sadly coming to the end of my tenure as Chair and therefore, my key focus is to find someone who will become an integral part in the delivery and leadership of our vision and values, an individual who will continue the exceptional work of YMCA Humber.

Our Team, supported by the Chair, Board of Trustees and Senior Team help bring together ideas, energy and resources, making life better in our local community, whilst enabling individuals under our care to grow and achieve their full potential.

This Chair of the Board Recruitment Pack provides an insight into our organisation, and hopefully inspire you to consider becoming a key member of our board of trustees.

So, if you have the drive and commitment to truly make a difference to peoples lives we would love to hear from you.



Stephen Gallaher

Stephen Gallaher
Chair of the Board



Who we are

We are proud to be part of the wider YMCA Federation, the largest and oldest youth, community and faith based movement in the world. From humble beginnings in the City of London in 1844, the YMCA has grown into a worldwide organisation spanning across 120 countries, serving 64 million people.

YMCA Humber has been independently active in our country since 1882, and remains one of the regions most well known charities, supporting vulnerable people throughout our local community here is the East Marsh and across North East Lincolnshire.

As service needs continued to evolve, we moved into our most exciting phase when in 2021 we moved into our new building 21 Freeman Street. Home to 74 residents, we provide 24/7 support to all through coaching, training, wellbeing and outreach programmes. Our Orwell Street site consists of 26 self-contained studio flats, home to local single people who are able to manage their own tenancy and are in work, higher education, or simply moving on from our supported accommodation. We also provide community housing for single parents and their babies and young families.

When we opened Freeman Street, our ambition was to create a strong community hub for those living in the East Marsh and knew there was a demand for this type of provision in the local area. Over the past 4 years we have been able to provide a 'safe place' for all, through our community Bradbury Café, Youth Development Programmes, wellbeing services and our Youth Club at Kent Street MUGA.

In late 2024, we took on the management of Clee Fields, a state of the art Sports Facility in Grimsby, and have already developed a strong and inclusive environment for teams, youth clubs, and individuals to be part of a local community supported by the teams here at YMCA Humber.

Core Operating Principles

- Everything we do is exceptional quality.
- People we support and engage with feel safe and always welcomed.
- Our developments and plans are built on need and have long term sustainability.
- We strive to develop an extended 'YMCA Family' which allows people to have a fair chance to discover who they are and what they can become.



Our Commitment

We are committed to creating a truly equal and inclusive environment, embracing difference and diversity.

The people we support across the region 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 is the right thing to do, but because it makes us stronger. We are committed to welcoming everyone, doing all we can to ensure we provide an inclusive environment where everyone can fulfil their potential and achieve great things, regardless of race, colour, religion, gender, gender identity or expression, sexual orientation, marital status, pregnancy and maternity, national origin, disability or age.

We do not tolerate discrimination of any kind and will challenge all forms of discrimination and social injustice, working with others to educate and enlighten.

Our Values

YMCA Humber is here to be a leader in the transformation of lives and communities in the Humber region.

The way we act at YMCA Humber is characterised by five strong and distinctive values that flow from our Christian ethos, based upon YMCA England and Wales values.



We Seek Out

We actively look for opportunities to make a transformative impact on people’s lives in the communities where we work, and believe that every person is of equal value.



We Welcome

We offer people the space they need to feel secure, respected, heard and valued; and we always protect, trust, hope and persevere.



We Inspire

We strive to inspire each person we meet to nurture their body, mind and spirit, and to realise their full potential in all they do.



We Speak Out

We stand up for people, speak out on issues that affect their lives, and help them to find confidence in their own voice.



We Serve Others

We are committed to the wellbeing of the communities we serve and believe in the positive benefit of participation, locally and in the wider world.





Our Charity Objectives

At its heart the wider YMCA puts Christian principles into practice through programmes which build healthy spirit, mind and body for all, welcoming into its fellowship those of all faiths and those of none.

Here at YMCA Humber our central aim is to enable local people, particularly the young, to develop as full participants in society.

Our dedicated team provide comprehensive programs and services that enrich our local community and all of the people who live here.

Accordingly we stand for a respect and freedom for all, working towards a community based upon equal value of every person.




The Objectives of YMCA Humber are :

- 1 To advance the Christian faith by:
 - (a) promoting a Christian environment inspired and motivated by the life, example and teaching of Jesus Christ, where people of faith and people of none can work together for the transformation of communities; and
 - (b) enabling people of all ages and in particular young people, to flourish through experiencing and responding to the love of God demonstrated by the life, example and teaching of Jesus Christ;
- 2 To provide or assist in the provision of social welfare facilities for recreation and other leisure time occupation for men and women with the object of improving their conditions of life;
- 3 To provide or assist in the provision of education for people of all ages and in particular young people, with the object of developing their physical, mental or spiritual capacities;
- 4 To relieve or assist in the relief of people of all ages and in particular young people, who are in conditions of need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances;
- 5 To provide residential accommodation, including Social Housing, for people of all ages and in particular young people, who are in need, hardship or distress by reason of their social, physical, emotional, spiritual or economic circumstances.

Throughout all our activities our purpose is to care for and develop people. We expect staff and volunteer members to conduct themselves honestly and with a sense of personal integrity in all aspects of our work. Similarly, we must all respect the code of professional conduct relevant to our provision.

Our Strategic Plan 2025 and beyond

Our team help shape the organisations strategic plan and as we move into a time of growth and future development our strategy and vision are embedded into everything we strive to achieve in the local area.

<div><p>Growth and Reach</p></div>	<p>Extend our service model to benefit more people, in more places where there is unmet need within the Humber Region.</p>	<ul style="list-style-type: none">• Scale up our existing work to increase impact.• Develop additional core services based on need, which show a direct impact to the communities we support.• Actively pursue collaborative opportunities to develop and deliver what we could not do on our own.
<div><p>Excellence and Impact</p></div>	<p>Transform lives with programs that embody our operating principles and progress us into becoming a learning organisation.</p>	<ul style="list-style-type: none">• Implement processes which will establish us as a learning organisation.• Develop impact measures for services to demonstrate we are supporting real transformation.• Facilitate opportunities for staff and volunteers to be exceptional in the roles they perform for us.
<div><p>Awareness and Support</p></div>	<p>Achieve higher levels of understanding and appreciation of YMCA Humber and its work, so as to increase public support in achieving our goals.</p>	<ul style="list-style-type: none">• Build a compelling, highly visible presence for YMCA Humber that establishes what we do, why it matters and how people and organisations can join us in transforming lives.• Collaborate across the area to increase opportunities for donations, grant funding and partnerships.• Celebrate all of our achievements.



Our Governance

The YMCA Humber Board of Trustees is a professional, enthusiastic and effective governing body which is committed to maintaining the highest standards of corporate governance. Trustees, all of whom are non-executive and unremunerated except for the reimbursement of essential expenses, are drawn from diverse backgrounds, bringing a broad range of relevant experience and skills to Board discussions.

In addition to our full Board of Trustees, YMCA Humber operate three sub - committees focusing upon defined areas of the organisation reporting back to the main board. All trustees are invited to serve upon one of these sub-committees which meet five times a year:

Transformation Sub-Committee:

- Reviews and monitors the ongoing quality of our services across all aspects of the organisation whilst ensuring the development of a psychologically informed environment. Our transformation committee oversee and assesses the management of safeguarding risks, whilst having an oversight of organisational impact.

People, Policy and Compliance Sub-Committee:

- This combined sub-committee reviews our people strategy, workforce planning and remuneration as well as the appraisals and training requirements of all staff. The compliance 'arm' oversees the regulatory requirements and industry standards expected in fulfilling our compliance obligations.

Finance and Development Sub-Committee:

- This combined sub-committee reviews our financial status through analysing annual budgets, asset management and ICT strategies, whilst the development 'arm' ensures internal and external audit processes are in place and new business opportunities are reviewed and analysed at all times.

Commitment

Time commitment equates to approximately 10 days per year, and where possible we ask that you endeavour to:

- Attend all boards meetings and assigned sub-committee meetings.
- Prepare for meetings by analysing papers, minutes and organisational documents and policies.
- Commit to the Board Champion approach by engaging with the executive team.

The Board Rhythm

5 Board Meetings over the course of the year
One Strategy Development Day per year
5 Sub-Committee Meetings per year



Charity Commission Expectations

Our Board of Trustees set strategic direction, uphold beliefs and values, providing governance through prescribing and monitoring management performance. In addition to understanding and accepting the legal duties and responsibilities of trusteeship, the Charity Commission expects trustees across all charitable organisations to have :

- Integrity,
- A willingness to devote necessary time and effort to their duties,
- A strategic vision and good independent judgement,
- An ability to think creatively,
- A willingness to speak their mind,
- An ability to be an effective team member,
- A willingness to undertake training as and when required for their role.

Duration of Trusteeship

This voluntary role will be for an initial three year term, with renewals by agreement with the Board for a maximum of two further three year terms.

Trustee Member Eligibility

Prior to applying applicants must ensure they meet the following eligibility.

Minimum Age:

You must be at least 18 years old to be a trustee of a charitable company.

Disqualification:

You must not act as a trustee if you are disqualified under the Charities Act, unless your disqualification has been waived by the Commission. Reasons for disqualification include, if you:

- have been disqualified as a company director.
- have an unspent conviction for an offence involving dishonesty or deception (such as fraud).
- are an undischarged bankrupt or have a current composition or arrangement including an individual voluntary arrangement (IVA) with your creditors.
- have been removed as a trustee of any charity by the Commission (or court) because of misconduct or mismanagement.
- are on the sex offenders' register.



Title:	Chair of Trustees
Context:	To support the delivery of the organisations strategy the Board are keen to add to their already considerable collective skills to help drive the organisation forward. Our current Chair is due to retire in early 2026 after several years of service on the Board.

The Role

The Chair of YMCA Humber leads the Board in the guardianship and championing of the objects of the Articles of Association, enabling the organisation to fulfil its stated purpose.

With an ability to foster constructive relationships with trustees, the CEO and other strategic stakeholders, our Chair will have an understanding of governance structures and the skills to inspire and lead with confidence, helping us strengthen our impact in the community.

Senior leadership experience, ideally within charitable or other not-for-profit sectors will be invaluable in the development of our long-term strategy, ensuring all the work undertaken is compatible and consistent with the vision and values of YMCA Humber, working within the legal and financial requirements of a charity striving to achieve best practice.

Governance and Compliance

- The Chair will ensure the Board fulfils its responsibilities in relation to its role through the implementation of good governance, with meetings run in accordance with the Memorandum and Articles of Association and YMCA Humber's' ethos.
- Make certain that the affairs of the Board and YMCA Humber are run in accordance with all appropriate regulatory frameworks in particular Social Housing Regulator, Charity Commission, Companies House and Ofsted.
- Guarantee the Board receives professional advice when it is needed, receiving the necessary information so that they are able to perform their governance role.
- Monitoring the implementation of all Board decisions, and understand and support the sub-committee Chairs in performing their duties in regard to governance.

Chairing Board Meetings

- The chair will ensure the efficient conduct of the Board's business, agreeing the agenda and papers which will be allocated to all members.
- Ensuring that Board members are given the opportunity to express their views before any important decision is taken, and that appropriate standards of behaviour are maintained in accordance with the Board's agreed code of conduct.
- Making space for the induction, education and development of the Board, whilst encouraging the Board to reflect on and evaluate performance.



Person Specification

Leadership	<ul style="list-style-type: none"> • Extensive senior management expertise. • Experience of managing, motivating and developing people. • Strategic thinker with the strength to challenge and support. • Ability to hold to account and challenge the norms. • Change Agent who will advocate YMCA Humber's principles.
Communications	<ul style="list-style-type: none"> • Outstanding verbal and interpersonal skills. • Experience in chairing board meetings and team building events. • Exceptional listening skills, with a focus upon empathy. • Solid knowledge of the local community and its need. • Expertise in public speaking at all levels.
Vision and Values	<ul style="list-style-type: none"> • Encourage a standard of trust, respect and tolerance throughout. • High moral, spiritual and ethical standards. • Possesses a visionary and open minded quality for change. • Ambitious for YMCA Humber, place and peoples growth. • Passion for organisational values, putting into action.
Delegation	<ul style="list-style-type: none"> • Delegates sufficient powers to sub-committees and SMT. • Work with CEO to develop effective working. • Provide appropriate feedback in an effective and positive style. • Recognise ownership is shared, using delegation to ensure this. • Ability to manage and resolve conflict constructively.
<p>It is essential that the Chair has the ability to apply good independent and impartial judgement to discussions and decisions, drawing upon experience in the charitable sector. Current knowledge relating to YMCA Humber's business strands, community development, youth work, housing and local working relationships is key to this position.</p>	
<p>All trustee roles including that of the Chair are voluntary positions with members able to claim for travel and general expenses throughout the tenure of their role.</p>	

Relationship with the Chief Executive Officer

The Chair will work in partnership with the CEO acting as their line manager. Ensuring proper and appropriate means are put in place they will support the management of the organisation, and be easily available to listen, mentor, and develop a relationship of trust and mutuality, sharing a passion for the vision and values of YMCA Humber.

Administration Support

Continuous administration support will be provided via our Clerk of the Board. With dedicated time, they will be your onsite liaison between the Board of Trustees and the Senior Leadership Team of the organisation. From core admin work, meeting preparation to Board documentation you will have this key role working alongside you throughout your tenure.



Interested in joining our Team

We would initially like to invite you to meet with Kate Conway our Chief Executive at our Head Office on Freeman Street, Grimsby where, over a coffee she will provide you with a deeper insight into what we do, what we stand for and provide you with a tour of our amazing facilities.

You will have the opportunity to visit our main accommodation building on Freeman Street, our Youth Centre at Kent Street MUGA and our Wellbeing Services, plus Clee Fields, our state of the art Sports Facility.

Following this, we will provide you with further information, giving you time to consider and reflect as to whether a role with us at YMCA Humber is right for you.

Application Process

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

Kate Conway

Chief Executive Officer

e-mail: kate.conway@ymca-humber.com

Ceinwen Fews

People and Policy Manager

e-mail: ceinwen.fews@ymca-humber.com

Tel: 01472 403020 ext 571

Applicants will be shortlisted and invited to an interview with our panel, which will include the Chair, Chief Executive and members of the Board. References will be sought during the interview process, and a check with the Disclosure and Barring Service (DBS) will be conducted.

Following this, successful candidates will have the opportunity to attend a Board meeting as an observer before making their final commitment.

Providing candidates time with our senior leaders and other trustees, forms an essential part in the decision making process. After all, we need to be the 'right fit' for you, as much as you are for us.



CHARITY COMMISSION
FOR ENGLAND AND WALES



Here for young people
Here for communities
Here for you