

YMCA ESSEX

Trustee Recruitment Pack 2022

YMCA

Here for young people
Here for communities
Here for you

YMCA Essex is excited to put forward an open call for people interested in becoming a trustee with us - alongside an expression of interest for those with a finance or accountancy background to become our trustee-treasurer. Trustees are volunteers who oversee everything a charity does, from setting the strategy to being responsible for the work and finances, without delivering the operations day-to-day.

They make sure that the charity is run in the interests of the people it is there to support. They strategically oversee the management and administration of the organisation in a legal voluntary position. Our trustees all have the enthusiasm and commitment to help young people and families.

YMCA Essex is a medium-sized youth and community charity working across the county with young people, children and families, supporting them so they can develop, grow and achieve their goals in life, some that are often in very vulnerable situations.

YMCA is part of a national, and international, federation of independent charities with similar aims and objectives. We are an inclusive Christian charity rooted in local communities and working with people of all faiths and people of none.

“I see firsthand how YMCA Essex has made a real positive difference to so many people’s lives. That’s why I continue to be involved as I believe passionately in the work we do.”

Dawn Bostock
Trustee

Welcome

Having been a trustee for three years, two of which during the Covid-19 pandemic, I can safely say I am incredibly proud of what our charity has achieved, and what a rewarding process it's been. At our core is the deep desire to support young people - from babies to young adults - to have the best opportunities and start in life. To that end, we work with around **3,000** children and young people annually.

As an organisation we have grown too, in the last 12 months alone we launched holiday clubs that worked with **700** children over the summer, delivering **20,000** hot, nutritious meals, and have committed to this work for the next three years. In the 24 months ahead we are exploring a second supported housing development for homeless young people that adds to our existing outstanding provision in Colchester.

Trusteeship of any organisation is one that comes with both responsibility and commitment, something that I appreciate can be daunting at first, but thanks to the support of YMCA Essex I have felt able to meaningfully contribute, learn and develop. Our Board includes retired and working-age people with a range of work and life experiences. Some have prior knowledge of trusteeship whilst for others, this is their first experience of a governance role.

Together we want to be a safe, inclusive and welcoming organisation. I know that diverse perspectives, experiences and voices enable better decision making - and that's why I would encourage anyone, regardless of experience or background, to express an interest with us. I am happy to answer any questions you may have prior to application.



Mike Bromfield

Chair of the Board of Trustees

chair@ymcaessex.org.uk

Stats

3,000 children, young people and families supported annually

75 staff

£1.6m turnover (*approaching £2m*)

24 communities supported

60 young people supported with housing

12 youth clubs

700 part of a network of independent charities working in 700 communities in England and Wales

120 the number of countries where YMCA has branches

Trustee requirements



Minimum **18-years-old**



8 evening meetings a year
(in Chelmsford, Colchester, or ability
to attend virtually)



1 annual residential



8 hours (approximately) a month



Must join either the **Finance**
or **Governance** committee



Must live in **Essex**



Appointments are for an initial
three year term, renewable by
agreement with the Board for a
maximum of two further three
year terms.

Trustee benefits



Giving back to communities
through meaningful input
and leadership development



Travel/childcare reimbursed
to attend meetings



Skills development



**Network locally, nationally
and internationally**



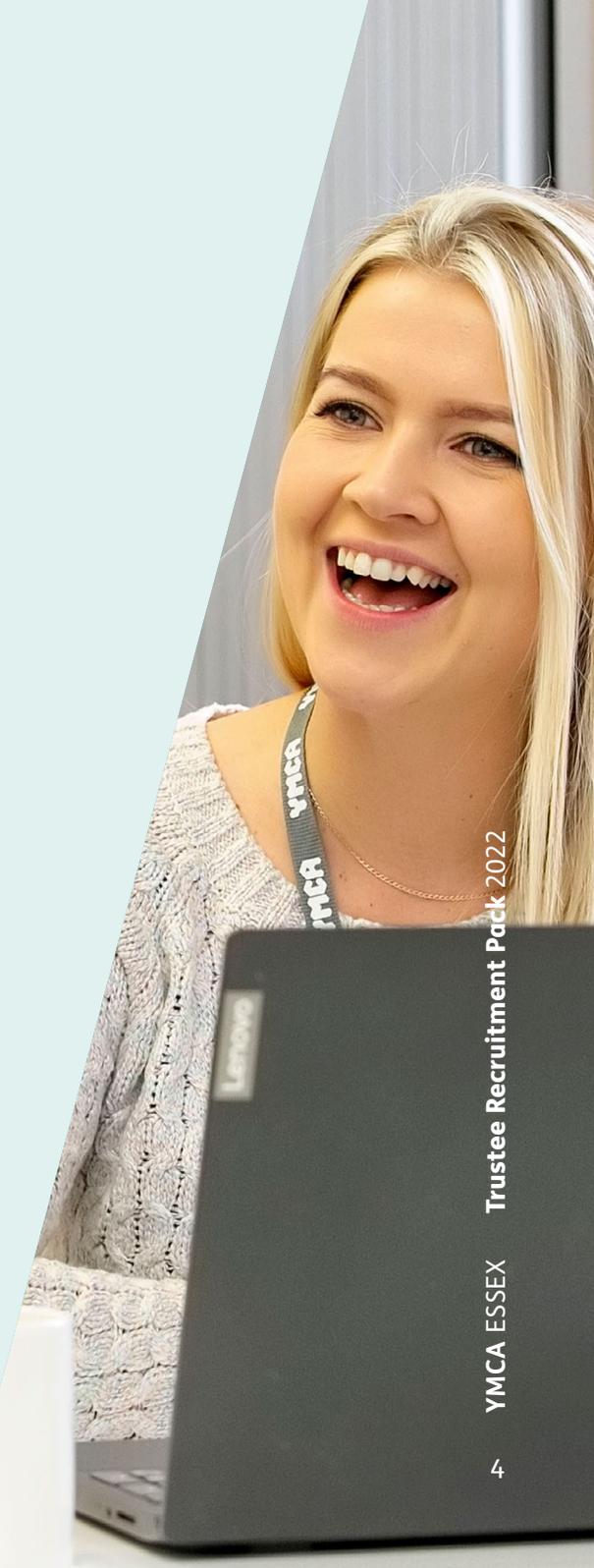
Learn about **governance**
and **charity**



Making a demonstrable **impact**



Strategic experience



YMCA Essex in the future

Trustees at YMCA Essex are supporting our strategic growth geographically across the county, increasing our footprint with new and expanding services aimed at meeting local need in local ways.

We are also looking to grow in quality, striving to achieve an 'excellent' Trusted Charity status and contribute meaningfully to the wider YMCA federation, and professional youth and children's work as a whole. We are also embarking on a sector-leading development for homeless young people in Chelmsford, that builds on the existing supported accommodation we provide in Colchester. Finally, we are looking to grow sustainably, taking particular care of the planet around us, for the sake of current and future generations.

“I was supported by YMCA as a young carer from the ages 12-18. This support was vital in my teen years. The volunteers I interacted with during my time there were very influential to me. I always wanted to do something to return some sort of help to YMCA.”

Phil Bennet

Former attendee of a
YMCA ESSEX youth club
London Marathon runner 2020

Trustee skills

Primarily, applicants should have enthusiasm and commitment to help young people and communities in Essex. While not a requirement of application, we are also particularly interested in hearing from applicants with experience in:



Law



Housing regulation



Safeguarding



Finance



Youth development



Corporate governance

All successful candidates upon joining our board of trustees will be invited to join an induction, to enable them to get the most out of the experience and provide any upskilling that may be required. Typically this consists of two half days and/or a series of shorter meetings in-person or online to meet YMCA Essex's staff team, experience our impact and prepare trustees for the high-level decision making that often the role entails.

Responsibilities

- ▶ Provide strategic leadership and support for YMCA Essex
- ▶ Agree vision and strategy
- ▶ Ensure good governance and accountability
- ▶ Make best use of human, financial and property resources
- ▶ Maximise YMCA's impact in meeting needs
- ▶ Take part in YMCA events and activities
- ▶ Encourage, praise, support and thank staff and volunteers
- ▶ Promote YMCA and its work within Essex communities
- ▶ Uphold the Christian faith basis of YMCA, and promote its mission and objectives



Trustee Recruitment Pack 2022

YMCA ESSEX

Treasurer position

YMCA Essex is also seeking a trustee with an interest in becoming it's treasurer

The Treasurer is responsible for overseeing, advising, monitoring, and reporting to the Board on its responsibilities for the finances and financial management of YMCA Essex. The Treasurer liaises closely with the Chief Executive and the Head of Finance regarding the financial affairs of YMCA Essex.

- ▶ Preferably a qualified accountant.
- ▶ Experience and proven ability in business planning and financial planning.
- ▶ Understanding and practical experience of financial management including knowledge of accountancy and internal financial control procedures; knowledge of preparation and presentation of statutory accounts; preferably experience of the charity sector.
- ▶ Preferably knowledge and experience of financial regulations and taxation, banking procedures, investment procedures, and computerised accountancy systems.
- ▶ Able to support and mentor staff responsible for financial management.
- ▶ Able to devote the time needed to fulfil the role effectively.



Interested in joining us?

Initially we'd like to set-up an informal conversation prior to completing any application.

To arrange a chat, please email anna.gibbs@ymcaessex.org.uk with a short introduction, why you are interested and if you have any initial questions. Anna will be able to help you or be able to pass you onto one of our current trustees to share their experiences.

After this, if you feel that trusteeship with YMCA Essex would be a good fit for you, we'll invite you to submit a personal statement and complete our short application form, that will be reviewed by the current Board of YMCA Essex, with our required due diligence. There's some other paperwork, such as completing a DBS check and signing our Board Member Declaration of Commitment.

Finally, you will be invited to join a board meeting for a shared dialogue before a vote is taken by the board on your appointment.

YMCA | Here for young people
Here for communities
Here for you