

**CANDIDATE INFORMATION**

**CHAIR OF TRUSTEES**



# About Us

YMCA is the largest and oldest youth-minded organisation in the world. It was formed in 1844 and now has 58 million members across 120 countries.

YMCA Fairthorne Group (YMCAFG) is a local charity, supporting communities across Hampshire & the Isle of Wight.

We've come a long way since we were formed as YMCAFG in 2002 from what was the old YMCA National Centre at Fairthorne Manor in Hampshire.

YMCAFG has grown to incorporate YMCAs in Portsmouth, Gosport, Isle of Wight, Southampton, Winchester, Eastleigh and Basingstoke.

We now operate throughout the counties of Hampshire and Isle of Wight, providing a range of universal and specialist services for children, young people and families. Along the way we have grown to work with 40,000 people every year.

YMCAFG relies on a dedicated volunteering team and has a standard recruitment procedure in place to ensure that volunteering is safe and well-managed for everyone

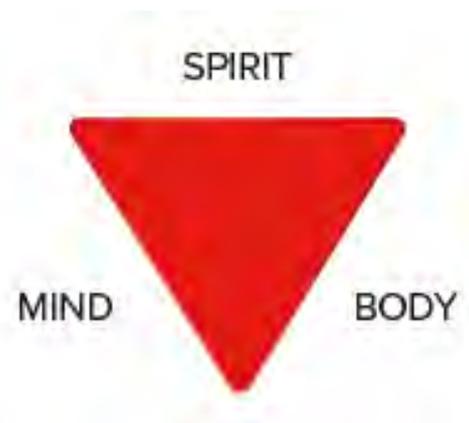


## Our Purpose

We believe everybody should have the opportunity to lead happy, healthy lives.

Since 1891, our approach has been built upon the 3 core aspects of wellbeing: mind, body and spirit, represented by our famous red triangle.

We work in and with communities to support individuals, children and young people to develop the skills, experiences, relationships and behaviours to become successful and contributing adults.



## Our Vision

Our vision is 'to be a leader in transforming communities so that all children, young people and families can truly belong, contribute and thrive.'

## Our Mission

Our mission is 'to provide experiences that challenge, develop and enable the individual.'

# What We Do

We achieve our purpose through combining **People**, **Places**, and **Programmes**. We believe that through the creation of spaces, people can come together, connect and create impact.



## People

Inspirational people who are part of the YMCA community and make a difference.



## Places

Venues where people can come together, belong and feel part of a community.



## Programmes

Services for children, young people and families, built upon Developmental Assets and which meet local needs.

## Some of the specialist Programmes / Services we provide...

### CHILDREN UNDER 5

- Nurseries & Pre-schools
- Baby & Toddler Groups
- Birthday Parties

### CHILDREN & YOUNG PEOPLE

- School Holiday Daycamps
- Residential Camps
- Breakfast & After School
- Birthday Parties
- Youth Services
- Young Carers Festival
- IOW Young Carers
- Housing
- Leaders in Training

### FAMILIES

- Camping
- Birthday Parties
- River Access & Craft Hire
- Library
- Family Discount Scheme

### SCHOOLS & GROUPS

- Day Visits to Fairthorne Manor
- Residential Trips to Fairthorne Manor
- Residential Trips to the Isle of Wight
- Venue Hire



You can find more details about our specialist Programmes / Services [HERE](#).

# Our Strategy

We know that since our formation in 2002 the world around us has changed at a rapid rate, with an acceleration of digital technology, changing family circumstances and work patterns, and a growing population. More and more houses are being added to existing communities and, indeed, many new communities are being formed. The need to ensure all children, young people and families can belong, contribute and thrive within their community, has never been greater.

Our Strategic Plan is our response to these needs; it is ambitious in its desires for the people and communities we serve as well as in terms of growth and development of YMCAFG.

You can view our Strategic Plan [HERE](#).

## An Overview of our Strategic Goals

### Goal 1: **People** in the YMCA Community will genuinely shape and influence our work

- We will transform our customers into members who are actively engaged in our organisation.
- We will encourage our YMCA community to fundraise, volunteer and champion their needs.
- We will reach out to new members, building awareness of the YMCA.

### Goal 2: YMCA **Places** will be established at the heart of communities

- We will identify and start to build 10 new community branches.
- We will transform our existing settings into community branches, specialist services and hubs.
- We will establish new specialist services and hubs.

### Goal 3: Communities will be able to access **Programmes** which directly respond to their needs

- We will ensure programmes actively meet identified community needs.
- We will ensure programmes enable children and young people to achieve Developmental Assets.
- We will work to minimise the impact of Adverse Childhood Experiences (ACES).
- We will set and implement high quality and consistent YMCA standards for each service to complement external regulation.

### Goal 4: YMCA internal infrastructure is able to deliver the vision, be financially sustainable and operationally robust

- We will put structures and systems in place to manage a growing portfolio.
- We will ensure financial viability of every community branch, hub and specialist service.
- We will focus on recruitment, retention and development of staff and volunteers to ensure we can meet the needs of our strategy.

# The Role

**Title:** Chair of Trustees

**Context:** The staff team has been considerably reshaped in preparation for the delivery of the strategy and now the current Trustees are keen to add to their already considerable, collective skills and energy to help drive the organisation forward. Judy Hillier, the current Chair of the Trustees, is due to retire early in 2022 after several years of service on the Board.

**Time:** The expected time commitment is 1-2 days per month

**Location:** Southampton

## Role Purpose

To provide leadership and direction to the Board to enable it to fulfil its responsibilities for the overall governance and strategic direction of YMCA Fairthorne Group, namely:

- Share jointly with other members of the Board in taking responsibility for the future of the Charity; keeping its work within the stated charitable objectives, the formation and regular review and development of the top-level strategy and policy.
- Ensure that all the work of the Charity is compatible and consistent with the YMCA Way
- Ensure that the Charity functions within the legal and financial requirements of a charity striving to achieve best practice
- Direct recruitment and ongoing employment of the Chief Executive

## Main Responsibilities

- At all times to follow the Trustees' code of conduct and to provide leadership to the other Trustees in doing so
- To line manage the Chief Executive and appraise performance
- To agree meeting agenda with the CEO in advance of all board meetings
- To Chair meetings of the YMCA Fairthorne Group Board
- To work with the Chief Executive and committee chairs to plan the cycle of Board business and to set agenda
- To support the management of the Organisation, making decisions and acting between board meetings, as authorised by the board
- To ensure the Charity acts within its aims and purposes and is in tune with those of the wider YMCA Movement
- To manage potential conflicts of interest in a timely and effective way
- To play a part in representing and advocating for YMCA Fairthorne Group on a regional, national and international level
- To be responsible for board development; ensuring board members understand the scope of responsibilities, addressing development needs and ensuring the board benefits from a structured recruitment and development programme.





## Person Specification

### Essential

- Proven and extensive senior management experience and expertise, demonstrating strategic thinking and management
- Experience of managing, motivating and developing people
- Able to demonstrate a commitment to the work of YMCA Fairthorne Group and the YMCA Way
- Experience commensurate with the responsibilities, duties and liabilities of trusteeship
- Understanding of the role of the Chair and the Board. Experience in getting people to work together
- Demonstrable experience in the management of change and the ability to manage and resolve conflict constructively
- The ability to analyse and understand the immediate and long terms needs of a complex organisation and how these relate to the business of the board, and to articulate this to others in a clear fashion
- Previous experience of leading meetings, public speaking and chairing boards
- The ability to apply good independent and impartial judgment to discussions and decisions
- Outstanding communication and interpersonal skills
- Well-developed leadership skills and extensive experience of strong organisational leadership
- IT literacy skills

### Desirable

- Previous experience in the charitable sector
- Expertise relating to YMCA Fairthorne Group's business strands - community development, childcare, youth work, housing, outdoor education, international work
- Experience in running large construction/development projects
- Experience of dealing with the media

# How to Apply

If you are interested in this excellent opportunity, please provide the following:

- A comprehensive CV, including your recent achievements, and the details of two referees
- A Supporting Statement addressing the criteria in the Person Specification and your motivations for applying

All applications should be uploaded via the Trustees Unlimited website. Please [CLICK HERE](#) to begin submitting your application.

For a confidential discussion about the role, you can contact Melissa on 07789 985229 / [melissa.baxter@russam.co.uk](mailto:melissa.baxter@russam.co.uk).

**Closing date for applications: Monday 11th October 2021**

**Preliminary Interviews with Trustees Unlimited: Week commencing 18th October 2021**

**Final Interviews with YCMAFG: Week commencing 8th November 2021**

**YMCA**  
Fairthorne Group

**KEY**

- ▲ Nursery/Pre School
- ▲ Community branch with a nursery
- ▲ Community Centre
- ▲ Housing
- ▲ Fairthorne Manor

