YMCA NEWCASTLE

Board of Trustees Recruitment Pack

Here for young people
Here for communities
Here for you

A Message from our Chair

Dear Prospective Trustee,

Thank you for your interest in joining the Board of YMCA Newcastle, the city's oldest independent youth charity with over 175 years of impact. Our mission is simple yet powerful: to empower young people and strengthen communities so that everyone can belong, contribute, and thrive. As we enter an exciting new chapter, we are seeking committed, values-driven individuals to help guide and shape our future.

YMCA Newcastle delivers a diverse range of services, including youth work, health and wellbeing programmes, training, family support, and housing. This breadth of activity creates a complex and rewarding environment where strong governance, strategic insight, and collaborative leadership are essential to ensuring we continue to deliver high-quality, sustainable services for young people.

As a Trustee, you will join a committed and forward-looking Board working closely with the Chief Executive and leadership team to provide both support and constructive challenge. Together, we are focused on strengthening our impact, growing our reach across Newcastle and Gateshead, and developing exciting new opportunities—including plans for a new youth centre.

If you are passionate about making a difference and can bring your skills and experience to help shape the future of YMCA Newcastle, we would be delighted to hear from you. This is a meaningful opportunity to contribute to a historic organisation and have a lasting impact on the lives of young people in our city.

Neil Jackson FCA
Chair of the Board of Trustees
YMCA Newcastle

About YMCA England and Wales

The vision of YMCA is of an inclusive Christian movement, transforming communities so that all young people can belong, contribute and thrive.

YMCA believes in fairness and opportunity. 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.

For further information about the YMCA network visit:

https://ymca.org.uk/

About YMCA Newcastle

Founded in 1849, YMCA Newcastle is the city's oldest independent youth charity and part of the global YMCA movement. For over 175 years, we have stood alongside young people, supporting them to overcome challenges, develop confidence, and build positive futures through youth work, health and wellbeing services, training, and housing.

We believe every young person deserves a safe place to belong, a voice that is heard, and opportunities to thrive. Our work spans supported accommodation, outreach, and community-based programmes that respond directly to the complex realities young people face today—from homelessness and isolation to mental health and employment barriers.
At our core, we are values-led, inclusive, and committed to creating lasting impact.

We are now entering an exciting new phase of development. Plans are progressing for a new youth centre that will provide a modern, vibrant hub for young people—offering space to connect, learn, and grow. Alongside this, the Board has a clear ambition to expand our reach across the city and into Gateshead, ensuring more young people can access the support they need, when they need it most.

As we look to the future, YMCA Newcastle is focused on sustainable growth, stronger partnerships, and deepening our impact. This is a pivotal moment to join the organisation as a Trustee—helping to shape our strategy, guide our ambitions, and ensure we continue to transform young lives for generations to come.

Our Mission and Values

Equity

We treat everyone as equals, however we work to reduce inequalities and allocate our resources depending on individual need and circumstances.

Respect

We respect individuals for who they are regardless of their circumstances.

Tolerance

Our culture is non-judgemental and tolerant of different lifestyles, value and beliefs.

Integrity

By acting in accordance with our organisational beliefs and values to do the right things, in the right way and at the right time.

Openness

Our culture is transparent so that all our stakeholders can see the work we do.

Unconditional

Our support to our community and its young people is unconditional regardless of their actions, beliefs and attitudes.

Sustainability

We strive for long term sustainability by governing the organisation to ensure its long term ability to meet the future needs of the young people and communities of Newcastle.

The Role: Trustee

As a Trustee of YMCA Newcastle, you will play a vital role in guiding the charity's strategic direction, ensuring strong governance, and supporting the Chief Executive and wider team to deliver meaningful impact.

This is a rewarding opportunity to use your professional skills and experience to make a difference in the lives of young people. Trustees are ambassadors for the organisation, providing constructive challenge, oversight, and support to ensure the charity operates effectively, sustainably, and in line with its values.

Key Responsibilities of Trustees

- Contribute to the development of YMCA Newcastle's strategy and ensure its effective delivery
- Provide oversight of organisational performance, financial health, and risk management
- Ensure compliance with legal, regulatory, and safeguarding responsibilities
- Support and challenge the Chief Executive and senior leadership team
- Act in the best interests of the charity and its beneficiaries at all times
- Promote the values and reputation of YMCA Newcastle within the community
- Contribute to Board discussions and decision-making, bringing independent judgment and expertise

Why Join Our Board?

- **Make a Meaningful Difference:** Help shape services that support vulnerable young people across Newcastle
- **Use Your Skills for Good:** Apply your professional expertise to real-world challenges in the charity sector
- **Be Part of a Purpose-Driven Organisation**: Join a passionate, values-led Board and leadership team
- **Develop Your Experience:** Gain Board-level experience in governance, strategy, and leadership
- **Contribute to a Lasting Legacy:** Support a charity with over 175 years of impact and a bold future vision

Commitment

This is a voluntary, unpaid role.

Trustees are expected to attend regular bi-monthly Board meetings and contribute time to preparation, committees, and occasional events.

Application Process

We welcome applications from individuals who share our commitment to supporting young people and strengthening communities across Newcastle and Gateshead.

To apply, please submit:

- An up-to-date CV
- A short supporting statement (max. 1–2 pages) outlining your interest in the role and the skills and experience you would bring to the Board

Key Dates:

Closing date for applications: 11th September 2026
Shortlisting: 18th September 2026
Interviews: w/c 27th September 2026

We encourage prospective candidates to arrange an informal conversation to learn more about the role and the organisation. To do so, please contact:

[Chair] neil.jackson@ymcanewcastle.com
[CEO] charlotte.pearson@ymcanewcastle.com

YMCA Newcastle is committed to building a diverse and inclusive Board. We welcome applications from people of all backgrounds, particularly those who can bring lived experience and perspectives that reflect the communities we serve.

YMCA Newcastle

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www.ymcanewcastle.com/

YMCA Newcastle is a company limited by guarantee registered in England No. 03582739. Registered charity No. 1070578. Our registered offices are: 592–596 Welbeck Road, Walker, Newcastle upon Tyne. NE6 3AB.