YMCA

Here for young people
Here for communities
Here for you

The Experience Bank™

Trustee Opportunity

YMCA North Tyneside is a local charity that has been at the heart of community transformation in North Tyneside and the surrounding area since 1879.

We are looking for a strong strategic leader to help us reach more people in the community and become increasingly resilient and sustainable for the future. We have a talented and highly engaged Board of Trustees and Leadership Team with high aspirations for future growth. Can you bring relevant leadership experience to help increase our impact and build a stronger charity for future generations?

Make a life-changing impact in your local community

Minimum of six meetings per year

Here for young people
Here for communities
Here for you

Dear Prospective Trustee,

A huge welcome to YMCA North Tyneside! Thank you for considering this new Trustee role with lead responsibility for Risk, and for taking the time to explore how you can contribute to our inclusive community.

This is an incredibly exciting and pivotal time to join our movement. We have embarked on our ambitious 2025 & Beyond Strategy, focused on driving enterprise and sustainability, offering more homes, and helping more people across all generations thrive.

We are seeking a new Trustee who can offer constructive challenge and strategic oversight to secure the resilience and forward-thinking growth needed to strengthen our charitable work. This role is essential in enabling our core mission to serve and show love to our communities, ensuring everyone can feel hopeful, connected, and empowered to make a difference.

Our strong and vibrant Trustee Board aims to broaden its skill base to ensure we are well-prepared for the future. Your extensive experience in strategic risk management is vital. Our ideal candidate will be able to provide insightful guidance to the delivery of our strategic objective, particularly helping us build a "risk-intelligent" culture and grow our mission-driven social enterprises.

As a valued member of the Board committed to delivering excellence, you will lead the Board in defining what must go right to achieve the YMCA's mission.

If you possess a genuine desire to inspire positive change for our community, we warmly welcome your application.

Thank you once again for your commitment to our cause and for helping our North Tyneside community thrive.

Arif Shabab
Chairman

Dean Titterton
Chief Executive

ABOUT OUR YMCA

Our work is driven by four core Strategic Priorities for 2025 and beyond:

- **Offer More Homes:** We are proactively working to significantly increase the number of homes we can support for vulnerable people across centres of community in our target areas. This includes maintaining quality provision and high standards of support for our residents.

- **Help More People:** We are expanding our wide range of services, promoting a holistic approach to support across all generations—from early years to older individuals. This includes increasing our Youth & Community Engagement and using our robust bursary scheme so more families can access the support they need to Thrive.

- **Drive Enterprise & Sustainability:** We are expanding our sustainable, mission-driven business units (like our Café, Gym, and Nursery) to meet community needs and ensure the long-term financial security of our essential charitable work.

- **Shout Louder:** We are enhancing our trusted brand and implementing targeted campaigns to better engage with stakeholders and the public. This focus on clear communication and innovative fundraising aims to increase awareness of our impact and needs.

Our activities cater for all ages, working with all faiths and none. We are a well-respected charity dedicated to serving our community with love. While rooted in North Tyneside, we also work across wider areas, including Teesdale, County Durham, Leeming, Sunderland, and soon in Scarborough.

The charity also operates a subsidiary trading company in the Lake District known as Patterdale Hall Estates - the-estate.co.uk.

Our Cause: We are an inclusive community that encourages everyone to be happy, healthy and connected.

Our Core Values: Rooted in our commitment to serving love, our values ensure we nurture individuals in Body, Mind, and Spirit.

We empower our communities so all can Hope, Belong, Contribute, and Thrive.

We believe everyone has potential.

We look to inspire each person we meet to nurture them in Body, Mind, and Spirit.

We exist to serve and show love to our communities and those we come in contact with.

View our full Strategic Plan here: ymcanorthtyneside.org/strategic-plan. Our website ymcanorthtyneside.org holds lots more information about our charity, including inspiring stories in the 'what we do' section.

ORGANISATIONAL STRUCTURE

Nationally and internationally, YMCA is a federated movement of which our YMCA is a member.

YMCA North Tyneside is incorporated as both a registered provider of social housing and a registered charity. It seeks to serve its beneficiaries in the local community through the provision of services.

Trustee Board and Working Groups/ Committees

The Trustee Board is responsible for the organisation and meets six times per year. It manages its obligations through a working group/ committee structure, each of which has its own Chair and clear terms of reference. Each group is supported by the Leadership Team (LT) and a number of co-opted Strategic Advisors. Each Committee meets between three to four times per year.

EXECUTIVE LEADERSHIP TEAM

Given the size and breadth of YMCA, the day-to-day management of the organisation is led by the Leadership Team using the following structure.

Board of Trustees

Our Executive Leadership Team is supported by the Board of Trustees, which at the present moment includes the following roles:

David Hodgson	President
Arif Shabab	Chair of Trustees
Victoria Scott	Vice Chair & Portfolio Holder for People & Human Resources
Peter Colley	Treasurer & Portfolio Holder for Audit Trustee & Portfolio
Carol Allen	Trustee & Portfolio Holder for Inclusive Practice & Early Years, Safeguarding & Health and Safety
Mark Robson	Trustee & Portfolio Holder for IT & Innovation
Jane Illey	Trustee & Portfolio Holder for Housing & Development
John Hendry	Trustee & Portfolio Holder for Legal
NEW ROLE	Trustee & Portfolio Holder for Risk

ROLE DESCRIPTION - Trustee with Key Responsibility for Risk

Being a Trustee with lead responsibility for Risk at YMCA North Tyneside isn't just about wearing a high-vis vest and pointing out trip hazards. It's about building a "risk-intelligent" culture where the Board feels confident enough to take calculated leaps because they know exactly where the safety net is.

Here is a breakdown of the key responsibilities for a Lead Trustee who views risk as a **driver for growth** rather than a handbrake.

1. Strategic Risk Leadership (The "Driver")

Instead of focusing solely on what could go wrong, you will lead the Board in defining what must go *right* to achieve the YMCA's mission.

- **Define Risk Appetite:** Facilitate sessions to determine how much risk the organisation is willing to take in pursuit of new services and programmes, housing projects, etc
- **Horizon Scanning:** Identify emerging trends (e.g., shifts in local government funding, demographic changes) and frame them as opportunities rather than just threats.
- **Investment Confidence:** Use risk assessments to justify bold moves, providing the Board with the "data-backed courage" to invest in innovative community services.
- **Governance, Risk & Compliance (GRC):** To lead the sub-working group of the board around GRC - Risk, H&S, Safeguarding, Operational performance and delivery

2. Risk as a Tool for Business Improvement

- **Process optimization:** Use risk reporting and our approach to identify "friction points" in current operations. If a process is high-risk because it's manual, advocate for digital transformation as a solution.
- **Root Cause Analysis:** Ensure that when things don't go to plan, the focus is on systemic improvement rather than individual blame, fostering a culture of continuous learning.
- **Resources Allocation:** Guide the Board to put resources where the highest risks (and highest potential rewards) sit, ensuring North Tyneside YMCA remains lean and effective.

3. Integrated Compliance and Regulation

- **Regulatory Assurance:** Act as the bridge between the executive team and the Board regarding Regulatory & Compliance requirements.
- **The "Clean House" Advantage:** Maintain high compliance standards to make the YMCA more "investible" for external grant-makers and commercial partners.
- **Proactive Governance:** Ensure that safeguarding, health and safety, and GDPR are treated as core brand values that build trust with the community, not just legal burdens.
- **Reporting:** Help lead and develop an overview and joined-up risk reporting process/mechanism

EXPRESS AN INTEREST

If you are curious to learn more
about this opportunity, please contact
Peter Neal at peter@theexperiencebank.co.uk
to arrange an initial, informal conversation.

The Experience Bank™

YMCA North Tyneside
Church Way
North Shields
NE29 0AB

YMCA North Tyneside is a company limited by guarantee registered in England No.02703063. Registered charity No.1011495. Registered social housing provider No.4793. Our registered offices are: Church Way, North Shields, Tyne & Wear, NE29 0AB.

www.ymcanorthtyneside.org /YMCANorthTyneside y mca_northty neside

YMCA

Here for young people
Here for communities
Here for you

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