



YMCA

Here for young people
Here for communities
Here for you

CHRISTIAN MISSION CO-ORDINATOR Candidate Pack

JUNE 2023

YMCA BLACK COUNTRY GROUP

WELCOME

Thank you for your interest in YMCA Black Country Group's Christian Mission Coordinator position. YMCA Black Country Group is an established local YMCA, with a positive reputation for its leadership contribution at a regional, national and international YMCA level.

Despite the challenges of recent years, YMCA BCG has been experiencing an exciting period of growth across its service areas. It is financially robust, well governed and has a superbly talented staff team.

We are also proud to be the first YMCA in the World and only the second organisation in the World to be accredited with the ISO30415 international standard in Human Resource Management: Diversity and Inclusion. We have also recently received the Gold Investors In People Award – a recognition of our desire and efforts to be world class employers.

We are now looking for our next Christian Mission Coordinator who will be at the forefront in supporting the Board and Senior Team to make our YMCA a place that reflects our Christian ethos and values to everyone connected to us.

Should an informal conversation about the role be helpful to you, please contact our HR team on 01902 371 550 or email hr.recruitment@ymcabc.org.uk

We look forward to hearing from you.

Steve Bavington
Chief Executive Officer



ABOUT US

YMCA Black Country Group is a local YMCA charity, which primarily operates across the Black Country areas of Dudley, Sandwell, Walsall and Wolverhampton and into the Staffordshire border areas.

We are part of the English Federation of YMCAs and the worldwide YMCA Movement.

YMCA is the largest and the oldest charity working with young people in the world. Across England and Wales there are 83 YMCAs. Each one is a thriving and active community that

is transforming lives. We focus on young people and help them play an active and fulfilling role within their communities. We call this a youth minded community approach.

We are proud of our Christian heritage and ethos. We are an inclusive Christian movement transforming communities. We provide a wide array of community based activities and services to help meet local needs wherever we are based

OUR SERVICES



In 2021/22 YMCA Black Country Group's charitable services supported **11,159 children, young people and community members** during the year.

Family & Youth

We operate a network of eight day nurseries across the Black Country for children aged 5 and under.

We also offer a range of youth activities that empower their personal development, and improve physical health and mental wellbeing.

Health & Wellbeing

We run a variety of community projects to develop emotional resilience and promote positive lifestyle choices. Our community gym in West Bromwich is fully equipped to meet the fitness needs of all abilities.

Housing

We provide 406 accommodation units, a range of housing options for young people, vulnerable adults and young professionals; accommodation that is person centred and enables them to belong, contribute to their communities and thrive as individuals.

Training & Education

We facilitate training, education, support and resources to give people opportunities to gain qualifications, skills and employment.

Support & Advice

We offer a safe place to talk and get help through chaplaincy, mentoring, counselling and signposting to other relevant services.

YMCA is an innovative local charity which employs 200 people and provides a variety of services across the Black Country and South Staffordshire.

We deliver a wide range of youth and community services including housing, family & youth work, health & wellbeing, training & education, and support & advice.

WORKING FOR US



We believe in creating opportunities and places where individuals can Belong, Contribute and Thrive.

We are an organisation that embraces a culture where our Christian based core values are at the centre of all we do.

Being part of YMCA Black Country Group is not only exciting and challenging but it also has many rewards. We look for team players with a variety of skills who will help

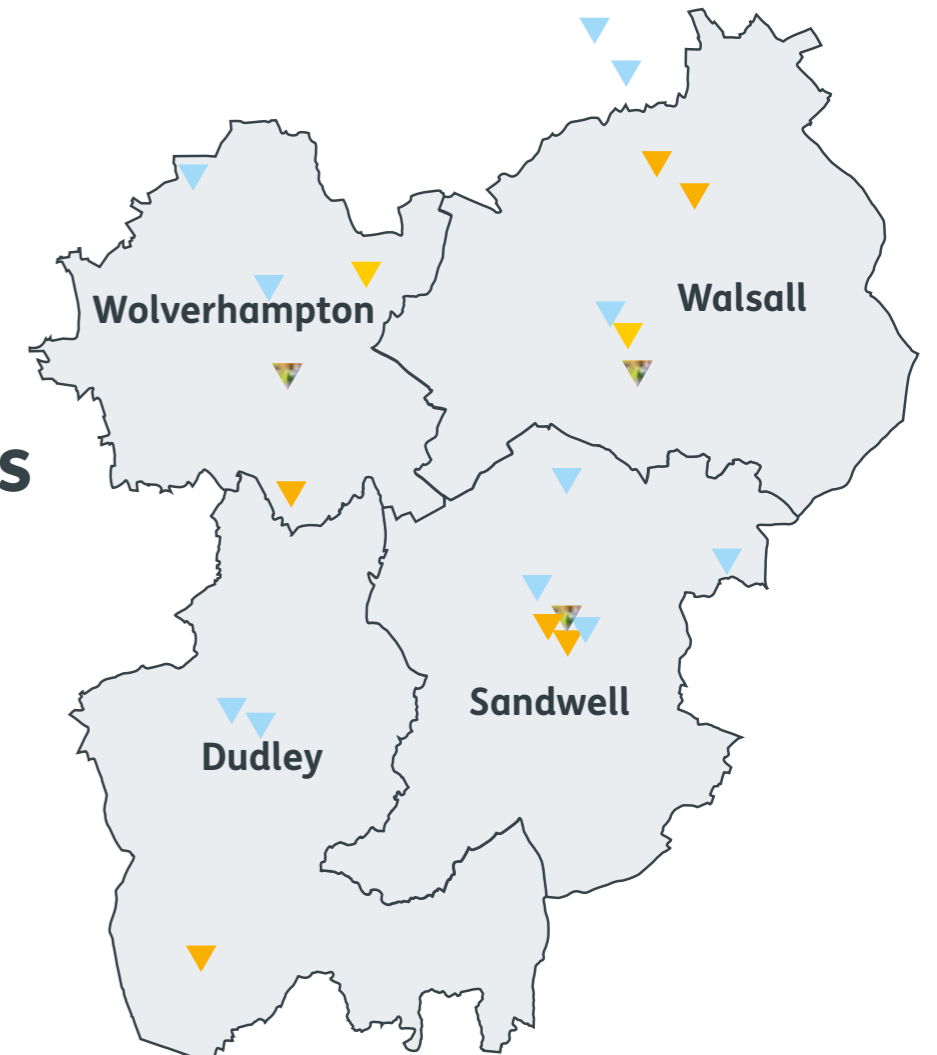
to drive the organisation forward from its current position to one that is stronger, more confident and with increased credibility to help improve the lives of our clients.

We are committed to creating a workplace where all employees are given the opportunity to reach their full potential, feel valued and work together effectively to achieve our goals. In this way we will establish a workforce, which reflects the diversity of the wider community.

OUR LOCATIONS

Connected Communities

- ▼ Family & Youth Work
- ▼ Health & Wellbeing
- ▼ Housing
- ▼ Training & Education
- ▼ Support & Advice
- ▼ Community Branch



Dudley

- ▼ Wolverhampton Street
- ▼ Highland Road
- ▼ Hayes Lane Day Nursery

Walsall

- ▼ Small Street Centre
- ▼ The Glebe Centre
- ▼ Green Lane Housing
- ▼ Pelsall Lane Day Nursery
- ▼ Pelsall Village Day Nursery

West Bromwich

- ▼ Western Gateway
- ▼ Carters Green Day Nursery
- ▼ Greets Green Day Nursery
- ▼ 235 Housing
- ▼ High Street Housing
- ▼ Phoenix Street Housing

Wolverhampton

- ▼ City Gateway
- ▼ Cannock Road Housing
- ▼ Catisfield Crescent Housing
- ▼ Hurst Hill Day Nursery
- ▼ Wednesfield Charity Shop

Other Locations

- ▼ Stanley Lodge, Wednesbury
- ▼ Aelfgar House, Rugeley
- ▼ Harney Court, Rugeley



OUR VISION

Our vision describes where we are heading; what we are becoming

“YMCA Black Country Group is part of an inclusive Christian Movement, transforming communities, so that all young people can truly belong, contribute and thrive”

OUR MISSION

Our services deliver our mission;

“Developing Body, Mind & Spirit”

OUR VALUES

Our values describe the way we behave.

They aim to be Christ-centred, inclusive for all, and aspirational.

COMPASSION

We demonstrate active care and concern for all.

“As we have opportunity, Let us do good to all people”

Galatians 6:10

HOPE

We encourage an expectation that life has more.

“Encourage one another to build each other up”

1 Thessalonians 5:11

TRUST

We build Trust through open honest and transparent relationships.

“Because of my integrity you uphold me”

Psalms 41:1

INSPIRE

We inspire people to reach their potential.

“Life, yes, and have it full to overflowing”

John 10:10

OUR ETHOS



Our Ethos describes what we believe in and the motivations that drive and underpin our organisational life. It draws on the YMCA's Paris Basis and Charitable Objectives.

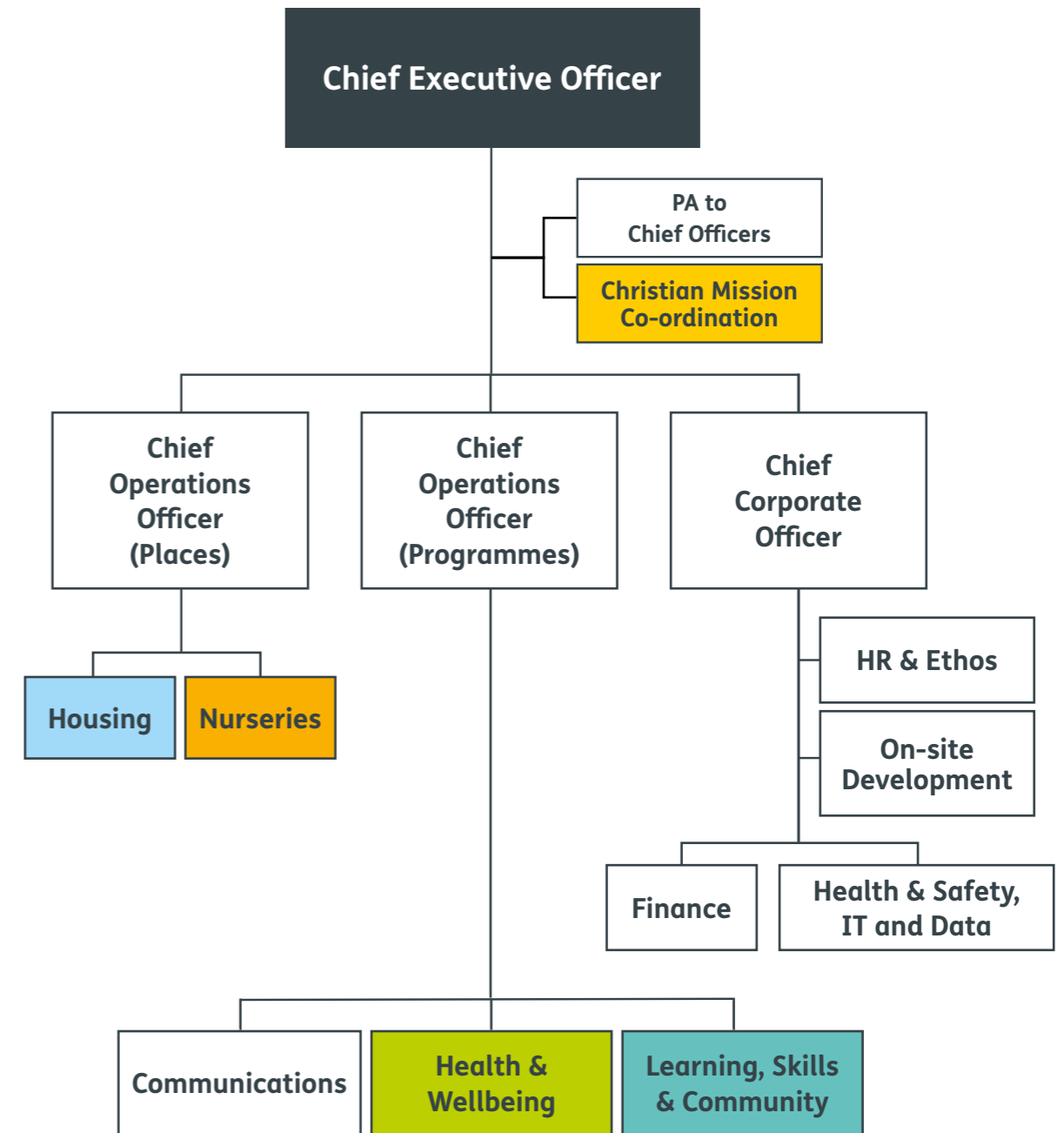
A summary of this Ethos states:

“YMCA is built on a strong Christian foundation. We trust in a God of love, expressed through the life, teaching and sacrifice of Jesus Christ, and aim to live this out in our actions and values. We enable people to flourish by experiencing and responding to this love. It inspires and challenges us to trust steadily, hope unswervingly, and love unconditionally.”

“We believe all people are made in God’s image and place equal value on every individual, welcoming people of all faiths and of none. We therefore seek to serve others, look for the best, forgive when wronged, go the extra mile, stand with those who face disadvantage or exclusion, challenge discrimination and social injustice, be transparent, do the right thing, and never give up.”

“We enable 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.”

ORGANISATIONAL STRUCTURE



ROLE DESCRIPTION

Job Title:	Christian Mission Coordinator
Responsible to:	CEO
Responsible for:	Community Chaplains, & supporting / enabling YMCA Staff (non-line management)
Remuneration:	Circa £30,000 - £35,000 p.a. + Benefits
Working Hours:	37.5 hrs (including flexible working, and occasional evenings / weekends) Part-time may be considered.
Contract	Permanent
Commencement:	Immediate
Base:	Tramway Drive, Wolverhampton and YMCA premises across the Black Country
Annual leave:	28 days (includes statutory holidays)

Background:

YMCA Black Country Group (YMCA BCG) is a group of YMCA charitable companies & associated trading subsidiaries operating in the Black Country and South Staffordshire area. The charity employs around 200 staff across several sites, delivering a wide range of community services including supported housing, youth work, childcare and family support, skills and employment training, health and well-being services.

YMCA BCG is part of the worldwide YMCA, a Christian Movement, founded on the Paris Basis, uniting Christians who, motivated by their faith in Jesus Christ, wish to combine their efforts to extend the Kingdom of God. Its social programmes, meet the needs of many local communities of all faiths and none, which forms part of the fulfilment of this mission.

The majority of YMCA BCG staff are not practicing Christians, but understand that they work for a Christian organisation with distinctively Christian ethos and values, and that these will be reflected in and through the activities that they run.

YMCA BCG Trustees are committed to supporting the YMCA Movement by developing 21st century expressions of Christian faith, within a secularised culture. This post is a key part of this exciting challenge.

Job Role:

You will provide Christian leadership in communicating the Christian faith based ethos and motivation of YMCA BCG; helping staff, volunteers and stakeholders - of all faiths and none - to understand, respect and 'live-out' YMCA BCG's Christian ethos and values. You will be responsible for the spiritual well-being of our customers and staff by being lead Chaplain, recruiting & developing voluntary Chaplains in partnership with local churches, coordinating missional events & activities, and contributing to the development of policies, systems and operational practices. There may be the requirement to travel, supporting participation of young people and staff at YMCA regional, national and international events.

This post is subject to YMCA BCG's Central Post Policy.

This includes the following statement:

"The Association is committed to employing people irrespective of their faith in the majority of cases in accordance with its Equality & Diversity Policy. However, in order to nurture and uphold the Christian ethos of the Association, there are some posts for which the Association believes there is an Occupational Requirement (OR) for the post holder to have a personal commitment to the Christian faith."

Key Result Areas

- ▶ Drive the delivery and future development of the Strategic Plan. Communicating organisational direction / vision.
- ▶ Promote and communicate the Christian ethos and mission of YMCA BCG to all staff and volunteers (of all backgrounds and beliefs), sensitively enabling them to experience, explore and, where appropriate, express the Christian faith-based motivation of YMCA's work.
- ▶ Lead and deliver Inductions courses, Alpha courses, and other training courses which help staff and volunteers to understand, support and work within YMCA BCGs Christian ethos and values.
- ▶ Develop & deliver 'YMCA Movement Ethos' training to staff within YMCA Black Country Group and (where appropriate) to YMCA staff in the Central YMCA region; including the Movement's historical roots, Paris Basis, and the Christian faith based motivation that is central to its mission.
- ▶ Support the development of YMCA Ethos Reps, who encourage the Christian emphasis work in every YMCA BCG department and project.

ROLE DESCRIPTION

- ▶ Enable and support young people and staff to participate in Christian mission opportunities within (and outside) YMCA, locally and internationally (e.g. retreats, events, conferences, etc.)
- ▶ Support and lead 'discipleship activities' – helping staff with 'Central Posts' to deepen their faith.
- ▶ Lead and facilitate prayer, acts of worship, and Christian celebration services (e.g. Christmas, Easter, Harvest) as appropriate.
- ▶ Support the development of a network of volunteer Chaplains linked to all YMCA BCG projects, who provide pastoral support for service users and staff within appropriate boundaries, drawn from within the Christian community operating across the Black Country and Staffordshire boarder areas. (NB. This must add to, and not duplicate or diminish the work of existing Chaplains – for example, currently operating in West Bromwich & Wolverhampton)
- ▶ Connect at a leadership level and proactively engage with a wide cross-section of Church communities in the promotion of YMCA services, employment and volunteering opportunities, building on the social capital of a shared ethos, and to help stimulate, inspire and assist with Christian mission.
- ▶ Facilitate partnership work with Churches, in support of specific YMCA projects, or the wider work of the YMCA.
- ▶ Support the development of YMCA Christian Mission Networks in the UK, including where appropriate, participation in the planning and running of associated conferences and meetings.
- ▶ Support the participation of young people and staff in YMCA and related events designed to enhance their well-being, develop their understanding of the Christian faith and further the work of YMCA.
- ▶ Assist YMCA leadership to reflect and plan with Christian mission in mind, including contributing to the development of policies, systems and operational practices.
- ▶ Support, equip and empower YMCA managers to implement the Christian ethos elements of YMCA BCG's Strategic Plan, and to shape how this part of the Strategic Plan serves them.
- ▶ Support the CEO and Trustees to develop a network of YMCA BCG Governance Members and a wider YMCA Christian community.
- ▶ Provide (from time to time) line management guidance, and/or support, to individuals or teams of staff/ volunteers/ interns who are engaged in Christian mission work.

ROLE DESCRIPTION

- ▶ Attend various management and project meetings, from time to time, as may be required.
- ▶ Attend relevant training and personal development as identified to meet the needs of YMCA.
- ▶ Undertake regular coaching/ 1:1 sessions with the CEO.

NB. This Job Role is expected to evolve over time and may require periodic amendments.

In addition to the duties set out in this job description the post holder may, from time to time, be required to undertake additional or other duties as necessary within his or her capabilities and status, to meet the needs of YMCA Black Country Group.

PERSONAL SPECIFICATION

Training, Education & Qualifications	Essential	Desirable
Good standard of English, which demonstrates professional competency in written, oral and presentational communication	✓	
Applying Christian teaching / principles in diverse situations to communicate the Christian Gospel	✓	
Knowledge & Understanding	Essential	Desirable
Able to write in an engaging manner to suit a variety of audiences	✓	
Knowledge of third sector organisations and churches in the Black Country		✓
An understanding of how to promote the services (in conjunction with internal and external partners)		✓
Skills & Experience	Essential	Desirable
Excellent communication and interpersonal skills, with the ability to support professional credibility across the organisation	✓	
Undertaking a Church leadership or small-group Christian leadership role	✓	
Providing Christian pastoral support to others	✓	
Connecting with Churches and Christian organisations at a leadership level	✓	
Ability to plan & lead Alpha courses or similar basic Christian introduction courses	✓	
Sensitive of different styles of worship and inclusive of a wide range of Christian traditions	✓	
Experience of managing multiple priorities	✓	
Working independently on own initiative with limited day-to-day supervision	✓	
Strong prioritisation skills and ability to manage own workload	✓	
Ability to demonstrate attention to detail	✓	
Experience of connecting with individuals and groups using Social Media	✓	
Confident use of the Microsoft Office Suite, particularly Outlook, Word, Powerpoint and Excel	✓	

Delivering consistent results based on set targets and objectives	✓	
Consulting, contributing, and working as a team player	✓	
Ability to work with and support people with no faith or of another faith	✓	
General	Essential	Desirable
A commitment to equal opportunities in the workplace which creates a welcoming environment for people of all faiths and of none	✓	
Personal commitment to the Christian faith, and to practical expression of that faith in a professional context.*	✓	
Fully committed to the Christian ethos of the YMCA Black Country Group as described in the Ethos Statement, and able to promote and live out that ethos appropriately and wholeheartedly.*	✓	
A creative thinker, able and willing to come up with new ideas for: <ul style="list-style-type: none"> Engaging staff & customers in pastoral service and events Communicating Christian values and ethos, and Sharing the good news of Jesus in engaging and appropriate ways 	✓	
Prepared to learn new skills	✓	
Willing to participate in presentations	✓	
Full clean driving licence and use of car	✓	
THE POST HOLDER MUST AGREE TO AUTHORISE A FULL DISCLOSURE AND BARRING SERVICE CHECK (DBS).	✓	

* An Occupational Requirement in accordance with the Equalities Act 2010. A reference will be required from current church leader.

KEY EMPLOYMENT TERMS

- ▶ 37.5 hrs/wk over 5 days (inc. flexible working, occasional evenings / weekends)
- ▶ 28 days (includes statutory holidays)
- ▶ The salary will be circa £30,000 – £35,000 p.a + benefits
- ▶ Association sick pay (after 12 months)
- ▶ Cycle to Work scheme
- ▶ SimplyHealth, health cash plan e.g. dental care, physiotherapy, diagnostic consultation, test and scans and many more
- ▶ Additional paid leave for your birthday
- ▶ Annual Leave increase based on length of service
- ▶ Annual Staff and Volunteer Awards and Long Service Recognition
- ▶ Life Assurance scheme
- ▶ 24/7 Confidential Employee Assistance Programme (EAP)
- ▶ Wellbeing Support
- ▶ Access to benefits on our IMHR Plus online portal, offering discounts at major brands and retailers
- ▶ Participation in YMCA regional, national and international events

HOW TO APPLY

For further information and details of how to apply, please visit ymcabc.org.uk/jobs/CMC

Closing date for completed applications is **Tuesday 11th July at 5pm**

TIMETABLE



- ▶ **Closing date**
Tuesday 11th July

- ▶ **Interviews**
W/C 17th July

YMCA recognise the positive value of diversity, promotes equality and challenges discrimination. We welcome and encourage applications from people of all backgrounds. To help us monitor the effectiveness of our Equality & Diversity policy, you are requested to complete a questionnaire which you can download from the vacancy page on our website. The information you provide does not form part of the selection procedure. It is used for monitoring purposes.

This sheet will be separated from your application form before short-listing.

For further information, please follow the links below to view:

- ▶ Our website www.ymcabc.org.uk
- ▶ Our **Strategy Document** (published Jan 2020) and **We are YMCA Booklet**.
- ▶ Our **2021/22 Annual Accounts**



YMCA BLACK COUNTRY GROUP

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ymcabc.org.uk



Charity Number: 1086320 Company number: 4116412 HCA no: L4550



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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.

FAMILY & YOUTH WORK

HEALTH & WELLBEING

HOUSING

TRAINING & EDUCATION

SUPPORT & ADVICE