

YMCA THAMES GATEWAY GROUP

SERVING COMMUNITIES IN ESSEX, KENT & LONDON



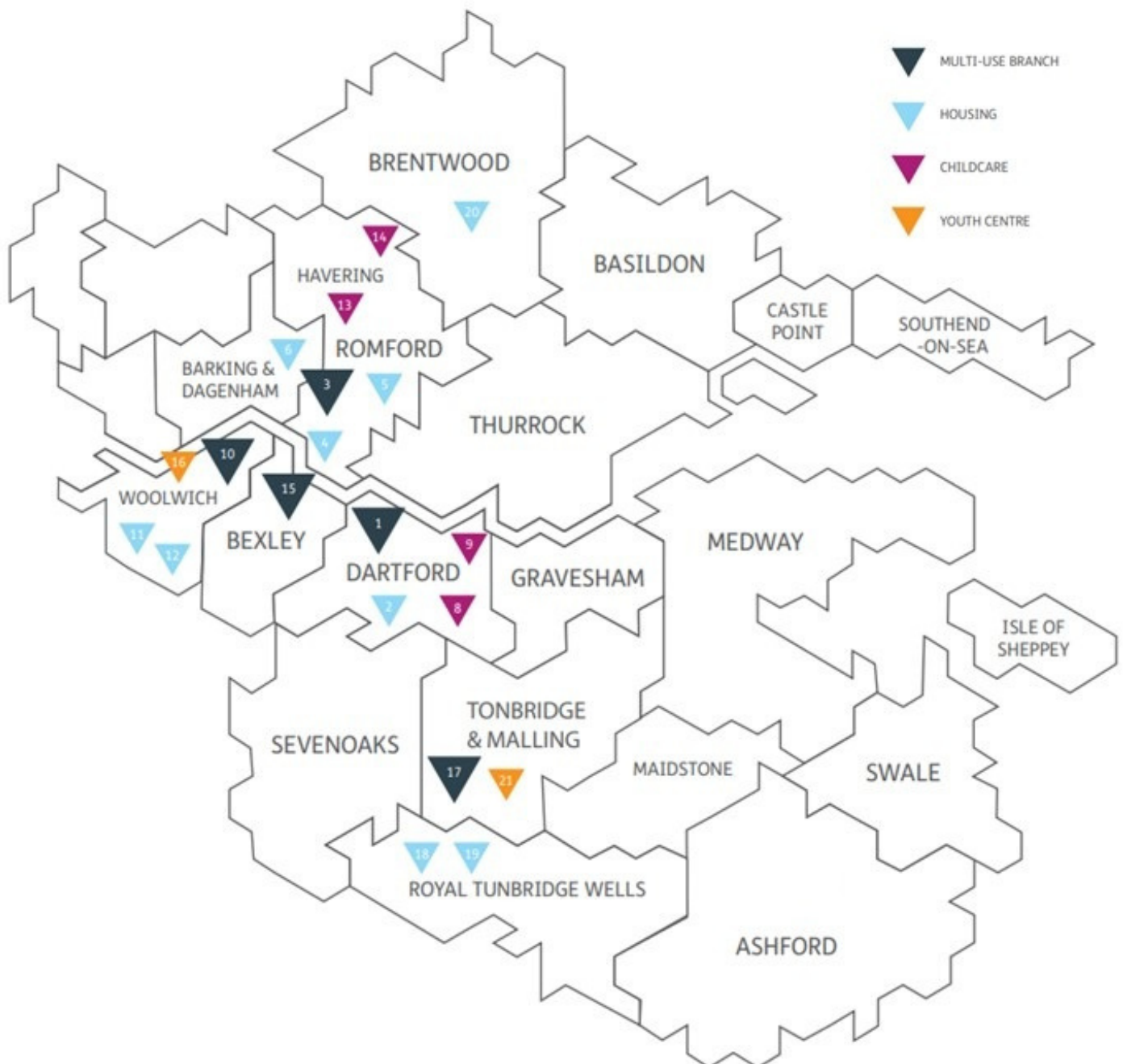
Here for young people
Here for communities
Here for you

Trustee Recruitment Pack



Our locations

- | | | | | | |
|----|---|----------------------|----|---|--------------------------|
| 1 | ● | YMCA Dartford | 12 | ● | Defiance Walk |
| 2 | ● | YMCA Dartford | 13 | ● | YMCA Romford Preschool |
| 3 | ● | YMCA Romford | 14 | ● | YMCA Romford |
| 4 | ● | YMCA Romford | 15 | ● | YMCA Thamesmead |
| 5 | ● | YMCA Romford | 16 | ● | Woolwich Youth Zone |
| 6 | ● | Barking & Dagenham | 17 | ● | YMCA West Kent |
| 8 | ● | Temple Hill Nursery | 18 | ● | The Bridge Trust Project |
| 9 | ● | Oakfield Nursery | 19 | ● | YMCA West Kent |
| 10 | ● | YMCA Woolwich | 20 | ● | YMCA Brentwood |
| 11 | ● | Sarah Turnbull House | 21 | ● | YMCA West Kent |



Who we are

YMCA is the largest and oldest charity working with young people in the world. We are one of the 84 YMCAs in England and Wales, and are one of the 10 largest.

Each YMCA is a thriving and active community – a community that is transforming lives. But each one is different. We all meet the needs and demands of the communities in which we're based.

YMCA Thames Gateway Group covers Essex, Kent and London and we provide support in the full spectrum of areas offered by YMCA.

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.



What we do

We cover a broad geographical patch in Essex (Havering and Brentwood), Kent (Dartford and West Kent) and East London (Thamesmead and Woolwich), providing a variety of services and support programmes to the communities in which we operate.

The five core areas are:

HOUSING - provide a home and personalised support services for a fresh start in life

SUPPORT & ADVICE - a safe place to talk and get help through guided groups, mentoring, counselling, and mental health services

TRAINING & EDUCATION - opportunities to gain qualifications, skills & employment

FAMILY & YOUTH WORK - creating positive outcomes with children and young people in their communities, and support for families with nursery, day care, holiday and year-round programmes

HEALTH & WELLBEING - gyms, sport and recreation for fitness, and community hubs for classes, social connection and collaborations

We also deliver multiple community outreach programmes.

Whilst our focus is on young people, we work with all members of the community, in the belief that everyone should be able to reach their full potential, regardless of their background. We call this a youth minded community approach.

We employ approx. 210 members of staff and have an annual turnover of £10,155,316. We won't sugar-coat it - our operating expenditure was £10,265,694 in the 2023/24 financial year and therefore resulted in an operating deficit of £110,378.

For further details, please see our financial documents, available on our website - <https://ymcatg.org/annual-publications/>.

We also have a [YouTube channel](https://bit.ly/YMCATGYouTube) that will show more about what we do - <https://bit.ly/YMCATGYouTube>.



Our vision

We offer people the space they need to feel secure, respected, heard and valued; and we always protect, trust, hope and persevere.

Our values

We seek out

We actively look for opportunities to make a transformative impact on young lives in the communities where we work, and believe that every person is of equal value

We welcome

We offer people the space they need to feel secure, respected, heard and valued; and we always protect, trust, hope and persevere

We speak out

We stand up for young people, speak out on issues that affect their lives, and help them to find confidence in their lives, and help them to find confidence in their own voice

We serve others

We are committed to the wellbeing of the communities we serve and believe in the positive benefit of participation, locally and in the wider world

We inspire

We strive to inspire each person we meet to nurture their body, mind and spirit, and to realise their full potential in all they do

Our strategy

Our newly developed strategic objectives for 2022-2027 are summarised below:

Strategy 1	Strategy 2	Strategy 3	Strategy 4	Strategy 5
Strengthen the Branches	Invest in our People	Embrace Sustainability	Complete the Masterplan	Tell our story
We will strengthen existing branches	We will become a 'Great Place to Work' and aspire to be the very best employer	We will futureproof YMCA TGG by developing a policy statement and a five- year sustainability strategy	We shall complete the Romford Masterplan providing a new state of the art YMCA Community Hub for Havering and Barking & Dagenham residents	We are a progressive organisation that is open to all
This will include looking to develop new areas of work in current branches which will ensure that they are financially sustainable, offer a balanced portfolio of work and are of a high quality. We will develop our approach to win significant contracts, and our capacity to deliver them. New branches will only be developed within the Gateway or Kent area. These geographies include South Newham, Ebbsfleet, Basildon, Gravesham, and the Medway towns.	We will provide competitive salaries and annual leave, plus a wealth of health and wellbeing initiatives. We will be a flexible employer and help people lead balanced lives. We know that to be the best we need to attract and retain the best people. We will identify and invest in leaders, nurturing talent and providing progression pathways. We will succession plan for key roles. We will implement and embed a Trauma Informed approach to the workforce.	Our sustainability work will have a broad scope, focusing on business sustainability as well as environmental sustainability around food services, building development and transport.	We shall use national thought leaders to help us with design and content, and partner with our key stakeholders to ensure the development is a success.	We shall tell this story in powerful and creative ways, ensuring the communities we serve understand and embrace our mission and our values.

Our strategy objectives

Following on from the strategic themes, the objectives that sit under each theme are detailed below:

	Strategy 1	Strategy 2	Strategy 3	Strategy 4	Strategy 5
	Strengthen the Branches	Invest in our People	Embrace Sustainability	Complete the Masterplan	Tell our story
Objective 1	Branches to be financially sustainable, offer a balanced portfolio of work and are of high quality	Achieve 'Great Place to Work' Certification	Develop a sustainability strategy which defines the scope of our sustainability work	Provide a new state of the art YMCA Community Hub for Havering and Barking & Dagenham residents	Tell our story in creative ways
Objective 2	Strengthen existing branches which will include the development of new areas of work	Attract and retain the best people in the workplace	Environmental Sustainability Project Steering Group (ESPSG) meets and scopes out the opportunities, priorities and challenges		Ensure the communities we serve understand and embrace our mission and values
Objective 3	Develop our approach to winning significant contracts and our capacity to deliver them	Identify and invest in future leaders			
Objective 4	New branches to only be developed within Essex, Thames Gateway or Kent	Implement and embed a Trauma Informed approach to the workforce			



About you

Are you interested in giving back to your local community?

If you are then we could have the volunteering opportunity for you.

- Eight evening meetings per year
- Make a life changing impact in your community
- Discounted gym membership at the Romford Hub and expenses reimbursed

How you can help

YMCA TGG is keen to recruit trustees with experience, skills and expertise in the following areas:

- A commitment to the ethos, Christian mission and values of YMCA TGG
- Strategic vision
- Ability to think creatively and apply good, independent and impartial judgment
- Commitment to the community which YMCA TGG seeks to support
- Excellent communication and interpersonal skills
- Willingness to devote the necessary time and effort required
- Understanding of the legal duties, responsibilities and liabilities of trusteeship
- IT literacy skills
- Change Management, plus one of the following areas of expertise:-
 - Property development
 - Governance
 - Fundraising
 - Social housing management
 - Working with young people
 - Legal

Though we actively encourage people of all faiths and world views to work, volunteer and become members of our Association, it is a requirement that two thirds of those who sit on our Board are Christian in order to maintain the Christian purposes of the Association. We recognise that faith is a deeply personal part of our lives and that part of the great mystery is the uniqueness by which our faith lives and breathes in our lives and actions. There is no test or specific criteria for how an individual makes manifest their Christian commitment, rather we ask Board colleagues to self-identify on their faith basis and agree to live out and champion the Christian values that underpin the work of our YMCA in their service. The values that underpin YMCA's work are:



We seek out



We welcome



We inspire



We speak out



We serve others



Trustee role description

The duties of a trustee include:

- To develop and agree the long-term vision, mission and strategic plan for the Association
- To ensure the Association acts within the aims and purposes of the Association and the wider Movement, and to ensure the board expresses the Christian mission of the Association within its work
- To ensure plans and annual budget reflect the agreed strategic direction and are appropriate
- To monitor progress against key outcomes from the plan and against budget and to hold the Chief Executive and Executive team accountable for these
- To contribute actively to the work of Board sub-committees and task groups
- To pro-actively review the level of risk annually
- To agree the Association's key policies and ensure they contribute to the achievement of the Association's intended outcomes
- To ensure the Association has effective and appropriate financial control systems and procedures
- To ensure the Association complies with the requirements of its multiple regulators
- To ensure governance is of the highest possible standard
- To work in partnership with members of the board, committees, chief executive and staff
- To reflect annually on the Board's performance, collectively and individually
- To appoint the Chief Executive and to set their terms and conditions
- To play a part in representing YMCA Thames Gateway Group on a regional, national and international level
- To promote and develop the role of the Association in the community and with its stakeholders

In addition, each trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This may involve scrutinising board & committee papers, leading discussions, focusing on key issues, providing advice & guidance on new initiatives & other issues in which the trustee has special expertise.



Governance structure

YMCA structure

Nationally and internationally, YMCA is a federated movement. YMCA TGG is affiliated to the National Council of YMCAs in England and Wales. YMCA TGG 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.

Board of Trustees and Sub-Committees

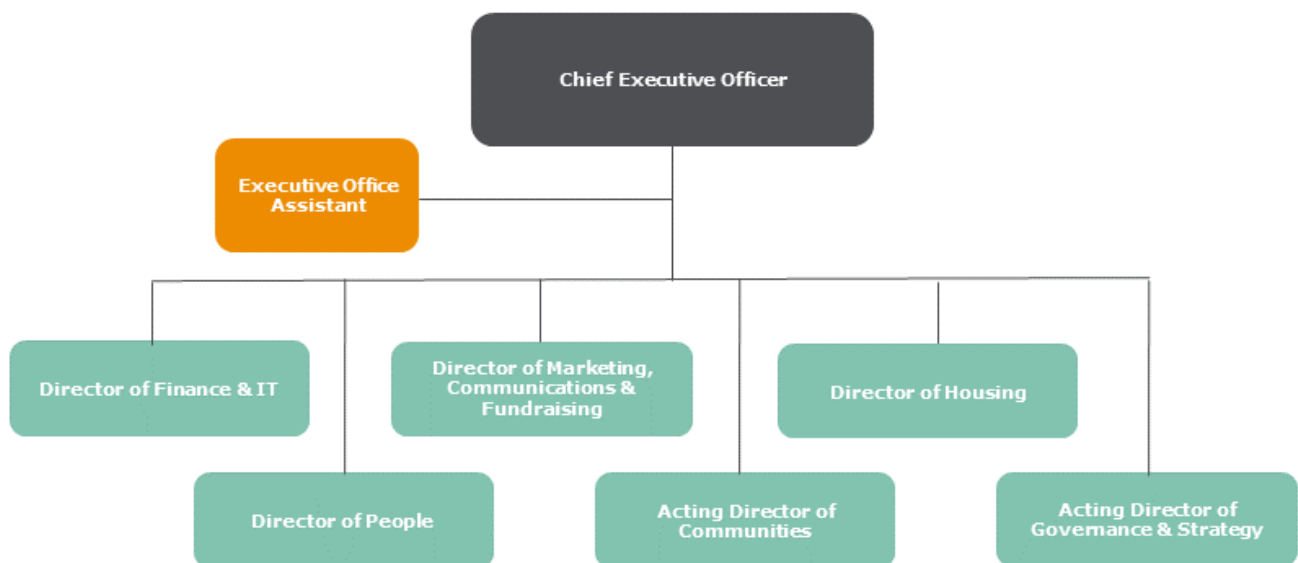
The Board of Trustees and Sub Committees are responsible for the organisation and meet on a regular basis. They manage obligations through a committee structure as set out below, supported by the Executive Team. The Board of Trustees meets four times each year and each committee also meets four times annually. Committee meetings are held online and the Board of Trustees meet in person at Dartford for two of their four meetings. Trustees are expected to engage with Board of Trustee meetings and at least one Sub-Committee.





Executive team & directorates

The day-to-day management of the organisation is led by the Executive Team using the following structure





Trustee profiles



NAME: Mark Johnston-Wood

ROLE: Member of Board of Trustees, member of the Asset Committee and Acting Chair

SERVICE: Mark has been a Trustee since August 2025

BACKGROUND

Mark is a Chartered Surveyor and has worked in various NHS Trusts for the last 25 years as a Director of Estates and Facilities. He is currently working for Gloucester Hospitals Foundation Trust and is a member of the Board for their wholly owned subsidiary Gloucester Managed Services.

Mark is an avid reader and enjoys a range of fiction and non-fiction. Also qualified in Horticulture, he has a passion for gardening and the environment.

With two adult children and a three-year-old grandson, life is very fulfilled and is always an adventure.

Mark spent 16 years working for the Salvation Army and their Housing Association, experience that we're grateful he has brought to YMCA TGG.



NAME: Mark Farrar

ROLE: Member of the Board of Trustees and Treasurer and Chair of the Finance, Audit & Risk Committee

SERVICE: Mark has been a trustee since 2020 and was appointed Treasurer in 2023. He will be stepping down on 6 November 2025

BACKGROUND

Mark is a Chartered Accountant and has worked in the City of London Insurance sector for over 25 years, punctuated by a spell in the charity sector as Head of Finance at the Royal Horticultural Society. Mark's senior finance management roles have been focussed primarily on business planning and management reporting, and recently more specifically on expense management.

Alongside his role on the Thames Gateway Board, Mark is Trustee Treasurer of Crosslight, which delivers debt advice and money management skills in London and West Kent. Mark is an active member of his local church, and he and his wife enjoy spending time with their 3 grown up children and any opportunity to be in the great outdoors.



NAME: Peter Batt

ROLE: Member of Board of Trustees, Chair of the Operations and Programmes Committee, and a member of the Finance, Audit and Risk Committee

SERVICE: Peter has been a Trustee since 2025

BACKGROUND

Peter has worked in the food industry for over 30 years across many functions primarily retail, wholesale and commercial. For the last two and a half years, he was the managing director of Nisa, a food wholesale business with over 4,000 locations and serving over 150 countries. He was also a member of the Purpose Coalition, a committee chaired by Justine Greening to enable barriers to be broken down and also sat on the boards of the Association of Convenience Stores and the Federal Wholesale Distributors.

Prior to this he was operations director for the Co-op helping to lead the change in store and communities and helped keep all stores open during the COVID pandemic. In the first two decades of his career, he worked for Sainsbury's in retail operations and then in commercial being the buying manager for fresh produce and frozen foods.

Peter has also held some voluntary trustee positions in Saint Francis Hospice for eight years, the Co-op Education Trust and the Co-op Foundation. He is married to Sam, lives in Shalford and they have two children, Oliver (16) and Alexandra (13). Outside of work, Peter loves attending sporting events and listening to 80s music.



NAME: Jason Fielden

ROLE: Member of Board of Trustees, member of both the Finance, Audit and Risk Committee and the Asset Management and Development Committee

SERVICE: Jason has been a Trustee since 2025

BACKGROUND

Jason brings extensive experience across the banking, finance and property sectors. As the owner and operator of several successful companies within these industries, he has developed a strong track record of leadership and strategic insight.

Jason has been involved with our YMCA for over 15 years, contributing his expertise to a range of areas including asset management, finance, and stakeholder engagement. He has played a key role in supporting both internal teams and the wider leadership group, helping to strengthen the organisation's operations and long-term sustainability. Most recently, Jason has deepened his commitment by joining the Board of Trustees, where he continues to provide valuable guidance and oversight.



NAME: Marie Mostaedd

ROLE: Member of Board of Trustees and Chair of People Committee

SERVICE: Marie has been a Trustee since 2024

BACKGROUND

Marie is a Chartered Fellow CIPD, and Chartered Member CMI who combines strategic insight, people expertise and commercial acumen, to change the way organisations think about their people.

She has generalist HR experience gained in a variety of sectors, including charity and non-profit. Currently specialising in Organisational Design. She focuses on customer excellence and organisational effectiveness, developing diverse high performing teams for optimal performance.

In her spare time, you will likely find her in a theatre, cinema, music concert or reading a book or two. When the weather permits she likes to be walking in the countryside or being somewhere close to or on water. She loves travelling to new places and has a passion for developing both herself and others.



NAME: Robert Wong

ROLE: Member of Board of Trustees and Asset Management and Development Committee

SERVICE: Robert has been a Trustee since 2024

BACKGROUND

Robert is the founder of IDEA Foundation and IDEA Design Hub CIC, co-founder of PremedGo Healthcare Technologies, a Royal Institute of British Architects member and a Hong Kong registered architect. He was the former Assistant Director of Hong Kong Sheng Kung Hui Welfare Council, responsible for designing and running elderly homes and social enterprises promoting user participation in design to improve the quality of life.

With his commitment to community development, school building projects and volunteering works in developing countries (Cambodia, Nepal and India), Robert was awarded Hong Kong Ten Outstanding Young Persons 2015, Hong Kong Redcross Humanity Award 2017 and Young Architect of the Year in the 7th Asia Pacific ElderCare Innovation Award in Singapore.

Robert studied Executive MBA at Judge Business School, University of Cambridge, Urban Development Planning at the Bartlett, University College London and Architecture at the Chinese University of Hong Kong.

Robert's design works have won awards in international and Hong Kong architectural design competitions. The participatory design projects that he promoted were invited by international organisations: including UN-Habitat, the World Health Organization, the Asian Development Bank and the Union of International Architects, to present at the global conference.



Executive team profiles



NAME: Matt Jones

ROLE: Chief Executive Officer

SERVICE: Matt joined YMCA Thames Gateway Group in February 2024

BACKGROUND

Matt Jones is an accomplished CEO with over 25 years of leadership experience spanning the private, public, and third sectors. With a strong academic foundation in commerce and psychology, complemented by postgraduate qualifications, Matt brings a blend of strategic insight and human understanding to this role. His professional journey includes impactful tenures across England, Scotland, and the USA, where he has consistently delivered transformational change and long-term strategic growth.

Matt thrives on building high-performing, collaborative teams that are creative, resilient and focused on delivering real-world outcomes. He has a proven track record in service design and innovation, and is passionate about creating value through purposeful leadership and culture-driven transformation.

Known for his clarity of vision and empathetic leadership style, Matt combines analytical thinking with a genuine commitment to people and progress. His experience navigating complex organisational environments positions him as a dynamic and trusted leader in both established and evolving sectors.

Outside the professional sphere, Matt is deeply grounded in his faith and family. He finds inspiration and balance through his love of motorcycling, martial arts, and music - all of which reflect his disciplined, adventurous and creative spirit.



NAME: Richard Bellis

ROLE: Director of Housing

SERVICE: Richard joined YMCA Thames Gateway Group in 2023

BACKGROUND

Richard has over 28 years' experience of the housing sector across Supported Housing and General Needs Housing. Richard joined us from Notting Hill Genesis where he was responsible for housing management services to over 10,000 homes.

Prior to that he led Genesis' community investment activities, delivering a number of innovative activities, including designing the corporate social responsibility partnership with Kier, leading a successful partnership bid to NESTA to deliver a peer mentoring service. He was also corporate lead for welfare reform. Richard has lots of experience of working with residents to design and deliver improved services. Richard is a Board member for a Social Care Charity.



NAME: Charlotte Corby

ROLE: Acting Director of Communities

SERVICE: Charlotte joined YMCA Thames Gateway Group in 2017

BACKGROUND

Charlotte has a strong background in Health and Fitness, having progressed into senior management roles within the sector. She has extensive multi-site experience and was part of the opening teams for leading venues, including the first five-star hotel at the Free Trade Hall and the Hilton Heathrow.

Her passion for developing others led her to establish a training provider within her organisation, delivering courses in sales, customer service, first aid and fitness qualifications. She later became UK Course Manager for a major fitness provider, overseeing training venues and course delivery nationwide.

Charlotte joined the Y in October 2017 as Primary Services Manager, leading holiday and breakfast clubs, birthday parties and community programmes. During the Covid pandemic, she became Head of Communities North and is currently Acting Director of Communities. Outside of work, she maintains an active lifestyle and is passionate about helping others reach their potential.



NAME: Laura Coyle

ROLE: Director of Marketing, Communications and Fundraising

SERVICE: Laura joined YMCA Thames Gateway Group in 2020

BACKGROUND

Laura has worked in marketing and communications within the charity sector since 2008, always in the not-for-profit space. She joined YMCA Thames Gateway just seven weeks before the first Covid lockdown, bringing with her extensive experience from roles including Head of Marketing and Communications at Saint Francis Hospice and a position within the communications team at the local NHS Trust.

However, the role that most strongly connects her to our YMCA was her eight years at youth charity The Prince's Trust, where her passion for supporting young people was deeply rooted.

Laura describes herself as a "jack of all trades, master of none"—a mindset she sees as essential in the charity sector, where marcomms teams must be agile, hands-on, and ready to take on whatever comes their way.



NAME: Ganiy Daro

ROLE: Director of Finance & IT

SERVICE: Ganiyat joined YMCA Thames Gateway Group in 2025

BACKGROUND

Ganiy joined our YMCA in March this year.

She leads our financial and digital strategies to drive efficiency, sustainability, and social impact.

Previously, she was Head of Finance at Habinteg Housing Association, overseeing financial planning, compliance, and risk in asset management and development.

Her earlier roles include senior finance positions at Shepherds Bush Housing Group, Clarion Housing Group, and Metropolitan Housing Trust Ltd. She also spent ten years at The City & Guilds Group in London, focusing on finance, skills development, and global mobility.

Ganiy currently chairs the Finance, Risk, and Audit Committee at Invictus Education Trust, supporting governance and financial oversight.



NAME: Heather Stevenson

ROLE: Acting Director of Governance & Strategy

SERVICE: Heather joined YMCA Thames Gateway Group in 2017

BACKGROUND

Heather was recently promoted to Acting Director of Governance, Quality & Compliance. In this elevated role, she leads on governance frameworks, regulatory compliance, and quality assurance, ensuring excellence, accountability, and alignment with best practices across the organisation's diverse services.

Prior to this, Heather spent eight years as Executive Assistant, providing high-level administrative and organisational support to the Chief Executive and wider Executive team. Her deep institutional knowledge, attention to detail, and commitment to organisational effectiveness positioned her as a trusted and influential member of the leadership team, laying the foundation for her transition into strategic governance and compliance leadership.



NAME: Remi Tondu

ROLE: Director of People

SERVICE: Remi joined YMCA Thames Gateway Group in 2015

BACKGROUND

Remi has worked in the professional field of Human Resources for over 20 years. Her knowledge and expertise cover a wide and diverse range of HR practices, organisational and people related issues. She has worked at senior leadership levels in a number of large NHS Organisations including Bart's NHS Trust, NHS Direct as well as a medium sized non-for-profit social enterprise.

Remi is a full member of the UK Chartered Institute of Personnel & Development (CIPD) and holds the following qualifications; Master of Professional Studies (MA Organisational Development) and Postgraduate Diploma in Human Resources Management.



Appointment process

YMCA Thames Gateway Group invests time in the appointment process to maximise the effectiveness of the charity's governance.

To express an interest in becoming a trustee, please send an up-to-date CV, together with a supporting statement, explaining how you believe your experience and skills are relevant and what you are able to bring to the role.

Please send your application to PAMailbox@ymcatg.org

Interview process

Shortlisted applicants will have the option to meet the Chief Executive and to see some of our services in action. A more formal interview may follow in order to establish whether there is a good 'fit' with the organisation, followed by meeting current trustees and attending a Board of Trustees meeting as an observer.

YMCA Thames Gateway is serious about safeguarding; this role is subject to a standard Disclosure and Barring Service check.

**Get involved. Join our
transformational community.**

Find out more about us at ymcatg.org



facebook.com/ymcatg



instagram.com/ymcatg

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YMCA Thames Gateway Group is a registered charity, number 1133269



**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.

FAMILY & YOUTH WORK

HEALTH & WELLBEING

HOUSING

TRAINING & EDUCATION

SUPPORT & ADVICE