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| TITLE: Association Core Values: Mission: Vision, Affirmation Statement | REF: PY01 |
| POLICY SECTION: Quality Assurance | CREATED: 29.11.96 |
| QUALITY MANUAL: All Departments | REVIEWED: 18.08.2020 |
| ACTION BY: Trustees, Volunteer Leaders & Staff | Page 1 of 1 |

Purpose

This policy sets out the core values, mission and vision statements of the Association and expects them to be reflected in the work practice of all those involved in the planning, development and delivery of its activities.

Core Values:

Our core values of service; integrity, commitment, empowerment, compassion and openness, will be evident in the conduct and practice of all who work and hold volunteer posts for the Association.

Mission Statement:

“This Association is committed to empowering children, young people and families in our communities.”

Vision Statement:

“Our vision is a community where everyone has the opportunity to achieve their potential, through the provision of our high quality services and programmes.”

Detail

YMCA is an abbreviation of the Young Mens Christian Association, founded by George Williams in London in 1844. The YMCA is now working in over 119 countries and reaches over 58 million people worldwide. YMCAs across the globe work to bring social justice and peace to young people and their communities, regardless of religion, race, gender or culture.

Members of the YMCA come together over the years to revisit and affirm the values that connect us through the Paris Basis; Kampala Principles; British Council and more recently the Challenge 21 documents.

Not every member of staff is required to be a Christian though this does apply to the most senior management post and officers of the Board, with every staff member and volunteer accepting a management / leadership role in the Association accepting the affirmation below. Our YMCA welcomes people of all faiths and of none to volunteer or seek employment in our YMCA.

In line with our core values, mission and vision statements, volunteers and staff will endeavour to create welcoming, inclusive and empowering environment for all who use programmes, services and facilities.

Members, volunteers and staff are encouraged to participate in the ‘Local, National and International Family’ of the YMCA wherever possible.

The red triangle is the universal symbol of the YMCA. It reflects balance in body, mind and spirit and symbolises our holistic approach to working with children, young people and families. Our programmes and services particularly for children and young people will meet always meet an individual /community need and or development.

We are willing to work with other partners to meet the needs of those we aim to serve.

Affirmation

The Affirmation statement binds those involved in the management of Cumbernauld YMCA at Committee, Leadership, Management and Executive levels.

It states that: - *“As a member of Cumbernauld YMCA*

I accept the Core Values: Mission: Vision Policy of the Association and I am willing to do all that I can to support and promote the work of the Association.”