



Trustee

INFORMATION PACK



worth
UNLIMITED

Thank you for taking an interest in being a Trustee of Worth Unlimited.

This pack will give you a little more information about the charity and the role of a Trustee. If you are still interested after reading this, we can meet or have a call to tell you more and answer any questions you may have.



Being a Trustee

What is a Trustee?

Trustees are the volunteers who lead charities and decide how they are run. You may have heard them called Board members. A group of Trustees forms the Board of Worth Unlimited.

What experience do I need?

We are looking for people with the following skills: Finance/ accounting, safeguarding, youthwork, leadership, people management, communications, marketing, and event planning.

We also value life skills, a willingness to learn and get involved, and a good sense of humour!

What is great about the role?

Trusteeship is a great way of contributing to causes you care about and developing strategic and leadership skills at the same.

You can get involved in the incredible work our Branches are delivering for young people in our communities.

The legal responsibility

- To act in the charity's best interests
- To manage the charity's resources responsibly
- To act with reasonable care and skill

What commitment is needed?

At Worth Unlimited, as a minimum, you will be required to attend 2 all-day and 2 half-day Board meetings a year - both in person at times and virtually.

You will also be expected to spend approximately 1-2 hours per month supporting a local Branch Leader.

Once a year we have a gathering of all the Branches and the Board -it is a wonderful all-day event and is held on a Saturday.

For those who can give more time, there is no end of work to do on finance, social media, the website, HR, planning, funding, fundraising... the list goes on!



The History of Worth Unlimited

In 1997, the government of the day established the Social Exclusion Unit to ask why some in society were so disengaged from the mainstream.

The New Deal was one of the new governments first initiatives seeking to tackle the wasted potential of long-term unemployment. In response, Christian youth worker Dennis Birch believed that the church could contribute to tackling marginalisation and exclusion amongst young people and led a group to bring Worth Unlimited into being. In 2000, Richard Passmore was appointed to lead the organisation and the first Branch was established in Waltham Forest delivering alternative education. This was closely followed by a project in the Black Country doing detached work on an estate and then in 2002 the World Worth Living In program became the core of the Worth Unlimited's first initiative in Birmingham.

Tim Evans became CEO in 2002 and the number of branches continued to grow. Growth of Branches, and then managing carefully through the years of changes to public spending, meant the Board decided to invest in developing the infrastructure side of the organisation with the appointment of Matt Perry as Operations Manager to look after finances, HR, policies, safeguarding and all that goes with running a safe and well managed organisation.

Over the course of time, it became increasingly clear that some young people were not making the transition from youth work and being supported in education to the world of training and work. Along with changes in public expenditure that meant some different thinking about income, a trading company Worth Enterprises was established, and our first social enterprise, Gear Up was born.

The organisation transitioned to a Leadership Team approach with Tim Evans, Matt Perry and Debbie Garden in September of 2019 and in April 2021 Tim Evans left the organisation after some 19 years of service. The Leadership Team continued with Debbie and Matt co-directing until Matt left the organisation in February 2023 and Debbie left in July 2023.

Over the course of 2023, Worth Unlimited went through a period of reflection and change, responding to the changing landscape of the economy and looking ahead to how the organisation could secure its own future given the funding challenges it faced.

The Leadership Team is now made up of Dan (Birmingham branch), Adele (Spark branch), Helen (Waltham Forest branch) and Carole (Doncaster branch). The team works closely with the Board of Trustees who play an active role in supporting the branches. Strong collaboration between Board and Branches is key to the future success of Worth Unlimited and we all look forward with hope to the role we can play in transforming the lives of young people for many years to come.



Our **VISION** is that every young person has the opportunity to realise their unlimited worth and potential.



Our **MISSION** is that we create spaces where young people are heard, are valued and can grow.

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- **4 Branches around the UK**
 - **2 Partner Branches**

How we operate at Worth Unlimited

- 4 Branches delivering grassroots youth work led by employed Branch Leaders who report to the Board
- A centrally employed Operations Coordinator who reports to the Board and supports the Board and the Branches
- A Board of Trustees, each with responsibility for supporting a specific Branch Leader or holding a specific role on the Board
- Branch Leaders who work closely together, providing peer support to each other and collaborating with the Board on Worth Unlimited strategy and direction, holding young people at the heart of all we do

How we take effect in our communities



How many?

We work with approximately 1,200 young people a year across our 4 main branches. We employ 30 people. We are supported by c100 wonderful volunteers.



What do we do?

We mentor and counsel young people one to one and in groups in schools and in the community. We run workshops and drop in sessions and carry out open access work within our local areas.



Do you have a mobile venue?

Waltham Forest has a mobile youth van which travels around the local area to provide activities for young people in the community. They are able to provide cooking sessions and creative workshops on the MYV.



Do you have youth centres?

Spark and Birmingham work from local community youth centres. They run workshops, counselling and mentoring services and drop in sessions from these spaces.

Our Values



**Include
Everyone**



**Act with
Purpose**



**Invest in
Participation**



**Stand
Together**

Being a Christian Charity

What does being a Christian charity mean?

We believe that God is concerned for wholeness, in both individual and corporate life. Throughout Jesus' life, he role-modelled and taught about human worth and dignity; compassion and generosity; community and mutual responsibility. As people who seek to follow Jesus, we therefore seek to work for the common good.

What is your stance on sexuality and gender?

Worth Unlimited was founded as a Christian youth work response to marginalisation and exclusion of all kinds, both in faith communities and wider society.

We are wholeheartedly committed to equality and inclusion; being a safe, welcoming and affirming community and celebrating diversity.

Do you only work with Christians?

While we are faith-based, we are not faith-biased. We work with all young people, irrespective of their personal stance on issues of faith, religion or spirituality.

We are open to working with all who are concerned and working for the common good.

Do all staff and Trustees need to be Christian?

No. We have a Genuine Occupational Requirement that our senior staff are Christians, but we also have both employees and volunteers who would not describe themselves as Christians. Some are of other faiths, others do not regard themselves as people of faith.

Do you pray together and evangelise?

Worth Unlimited is not an evangelistic organisation. We are professional people doing professional youth work.

We work to build significant, trusting, healthy relationships with young people, which help them to see their own worth, and run fun and creative activities, which enable them to develop confidence and help them to discover their passions, abilities and identity.

Staff, volunteers and Trustees may at times pray together where it is appropriate but there is no expectation for non-Christians to take part.



Inclusion Statement

Diversity and inclusion are really important to us.

Throughout our work, we are committed to reflecting the full diversity of the community we serve and to promoting equality of opportunity for everyone. We aim to ensure equal access to our services by all young people on the basis of need and to provide services in a manner that is sensitive to the individual, whatever their background. We will represent the needs of our diverse client group to other agencies and make equal opportunities a key guiding principle in all of our work with our partners. We will work hard to ensure that our workforce reflects the communities it serves.

We recognise that we don't always get this right. We can be unaware of our own prejudices, and we have not always been vocal enough about the things we stand for. At such times we will humbly seek forgiveness and seek to make right what has been wrong. We will work to eliminate discriminatory behaviour wherever it is found and educate those who show prejudice, as we pursue a better world for young people.

We seek to be proactive about minimising discrimination within our organisation, whether in our employment and volunteering practices, or in the way we would work with participants. We are committed to ensuring all aspects of our provision and projects are open to all, regardless of:

- Age
- Ethnic origin, nationality, national origin or race
- Disability
- Employment status
- Gender (including transgender)
- HIV status
- Income level
- Marital status
- Religion, belief or non-belief
- Responsibility for dependants (including pregnancy)
- Sexual orientation

What should I do next?

Is this for you?

If you have decided this is not for you, that is absolutely fine. Thank you for showing an interest.

If you are still interested and would like to know more, please contact us on one of the email addresses below. We would love to arrange to have a chat, find out more about you and answer any questions you might have.



Rachel Lampard, Chair of Trustees, on xxx (email address),



Victoria Williamson, Trustee, on Victoria.Williamson@worthunlimited.co.uk

Things to consider...

Think about what skills you can offer to Worth Unlimited.

Think about whether there is a specific branch you have knowledge of or an interest in.

The application / selection process

If after meeting with us for an initial chat you are still interested, there are a few further steps:

- An application form
- An Interview
- A Disclosure and Barring Service (DBS) check
- References

For more information:

Please visit our website, www.worthunlimited.co.uk

Read the [The Essential Trustee Guidance](#)

