



YMCA
Scotland



VISION
2030

Strategic Plan
2022 - 2026





Introduction

Founded in 1844 YMCA is the largest and oldest youth organisation in the world, operating in 121 countries and impacting the lives over 60 million people.

As part of the global YMCA Movement, YMCA Scotland's mission, vision and strategic priorities are aligned with World YMCA Vision 2030, whilst also being focused on the needs facing our communities and young people in Scotland .

Our Structure

YMCA is a federated model with 28 locally autonomous YMCAs working across Scotland and affiliating to YMCA Scotland.

This structure enables every YMCA to respond to the needs of their local communities, and puts local people at the heart of local YMCA decision making and governance.





Our Values

YMCA is an inclusive Christian youth organisation, open to people of all faiths and none. We seek to work with all children and young people in a non-judgmental and supportive manner.

In the UK Enterprise Awards 2022, YMCA Scotland was awarded as the best inclusive Christian youth organisation in Scotland.

Today, we provide opportunities for individuals to encounter the Christian faith through experiencing Christian values as embodied in our work.



Vision & Mission

OUR VISION is a world where every person lives in harmony with self, with society and with creation.

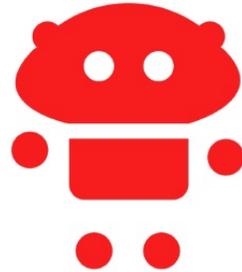
OUR YMCA MISSION is to empower young people and communities to build a just, sustainable, equitable and inclusive Scotland, where every person can thrive in body, mind and spirit.

YMCA Pillars of Impact

We have aligned with the YMCA global movement in focusing our work around the four YMCA pillars of impact. Under each pillar we have identified three goals for our work, ensuring that these are also aligned with the United Nations SDGs and the Scottish Performance Framework.



**Community
Wellbeing**



**Meaningful
Work**

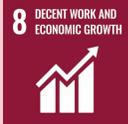
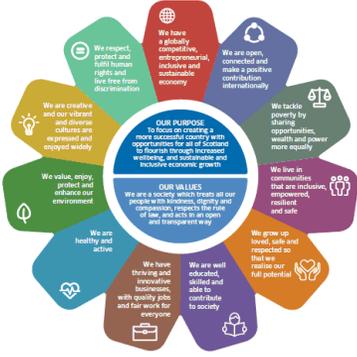


**Sustainable
Planet**



**Just
World**

Mapping the Pillars

Pillars of Impact	 <p>Community Wellbeing</p>	 <p>Meaningful Work</p>	 <p>Sustainable Planet</p>	 <p>Just World</p>
	 	 	  	  
<p>Scotland's National Performance Framework</p> 	<ul style="list-style-type: none">  We are healthy & active  We live in communities that are inclusive, empowered, resilient and safe  We grow up loved, safe and respected so that we realise our full potential  We are creative and our vibrant and diverse cultures are expressed and enjoyed widely 	<ul style="list-style-type: none">  We are well educated, skilled and able to contribute to society  We have thriving and innovative businesses, with quality jobs and fair work for everyone 	<ul style="list-style-type: none">  We value, enjoy, protect and enhance our environment  We have a globally competitive, entrepreneurial, inclusive and sustainable economy 	<ul style="list-style-type: none">  We respect, protect and fulfil human rights and live free from discrimination  We tackle poverty by sharing opportunities, wealth & power more equally  We are open, connected and make a positive contribution internationally



Community Wellbeing

Core Belief

The YMCA believes that every person should have the means to grow and thrive in body, mind and spirit while taking care of their individual and collective wellbeing.

Our Goals

1. Creating safe community spaces & reducing isolation

Across Scotland our YMCAs will provide safe spaces for individuals to connect, meet, take part in activities and contribute to the wellbeing of their community. YMCA Housing will provide safe and supported accommodation for homeless young people.

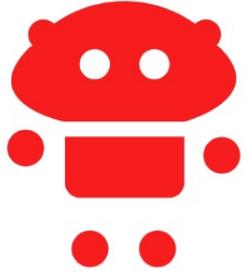
2. Improving mental wellbeing

YMCA youth work and sports clubs will provide universal access to programmes that support good health and mental wellbeing. We will scale and replicate our targeted mental health mentoring programme to provide 1:1 early intervention support to more young people across more communities in Scotland.

3. Improving family relationships

Our YMCAs will provide mentoring for young people alongside family interventions and mediation, to improve family relationships for children, young people and their families.





Core Belief

The YMCA Movement believes that all young people deserve the right to learn, engage in flexible, dignified and meaningful work, and build sustainable livelihoods.

Meaningful Work

Our Goals

1. Improving life-skills and employability skills

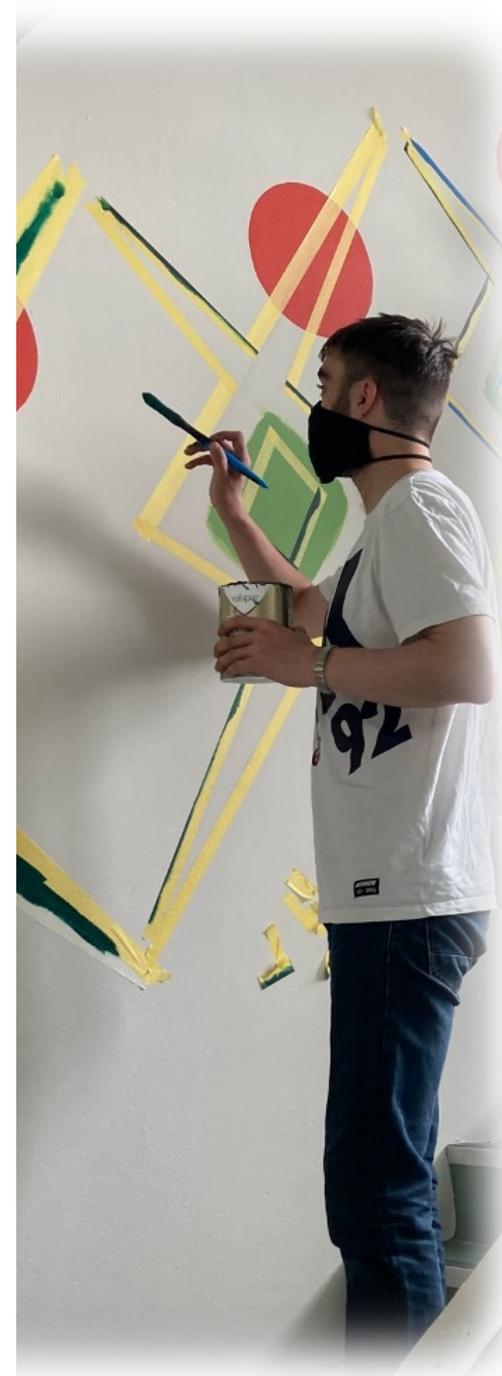
Across Scotland we will provide young people with training and support to increase their life skills and employability skills. We will roll out leadership training and our micro-credential programmes, providing increased access to flexible and accredited learning for young people.

2. Improving and increasing digital literacy

As a Life Changes Trust Digital Legacy partner, we will work with care experienced young people across Scotland to create digital maker spaces that provide increased access to digital learning, creativity and entrepreneurial opportunities.

3. Improving educational attainment

Our YMCAs will provide school transition and support programmes, mentoring, befriending and out of school activities that support young people to reach their full educational potential.





A Sustainable Planet

Core Belief

The YMCA believes that we should all commit and take action for the protection and regeneration of our Planet, preparing for a Just Transition to a world where humans live in full harmony with creation.

Our Goals

1. Becoming a net-zero YMCA in Scotland

We will actively work with our local YMCAs to measure and reduce our collective carbon footprint, contributing to Scotland's aim becoming a net-zero society by 2045. We will support YMCAs to develop and use more outdoor spaces for activities and learning.

2. Improving sustainability of YMCAs

We will support our local YMCAs on a journey towards greater sustainability. We will develop strategic partnerships on behalf of YMCAs that enable the adoption of sustainable practices in all areas of YMCA operations.

3. Increasing community climate activities

We will support young people to develop and implement their own community-based youth led solutions to climate change. We will support young people's learning and activism through accessing global training opportunities, outdoor education and experiences including COP meetings.





Core Belief

The YMCA believes in the power of young people and communities to promote and advance justice, peace, equity and human rights for all.

A Just World

Our Goals

1. Embedding UNCRC in our programmes

We will actively support all our YMCAs to embed a UNCRC approach within all their policies and practices. We will amplify the voice of young people, advocating with and for them, on issues of justice and equity.

2. Reducing poverty related gaps in health & education

Across Scotland our YMCAs will continue to support those communities most in need. We will support them to develop programmes that enable families to access healthy food, affordable childcare and regular physical activity. We will work with our YMCAs to deliver excellence in mentoring, befriending and out of school activity programmes that target those young people least likely to thrive in a school setting.

3. Increase awareness and action on global inequity

We will support the work of YCare International and our global YMCA partners, responding to issues of global inequity, injustice and disaster.



OUR STRUCTURE

YMCA operates in 121 countries reaching over 60 million people and in Scotland is a federated structure of 28 locally autonomous YMCAs that affiliate to YMCA Scotland.

OUR VALUES

YMCA is an inclusive Christian youth organisation, open to people of all faiths and none. We seek to work with all children and young people in a non-judgemental and supportive manner

OUR MISSION

to empower young people and communities to build a just, sustainable, equitable and inclusive Scotland, where every person can thrive in body, mind and spirit.

STRATEGIC PRIORITIES

COMMUNITY
WELLBEING

MEANINGFUL WORK

A SUSTAINABLE
PLANET

A JUST WORLD

STRATEGIC GOALS

Creating safe
community spaces &
reducing isolation

Improving mental
wellbeing

Improving family
relationships

Improving life and
employability skills

Improving & increasing
digital literacy

Improving educational
attainment

Becoming a net-zero
YMCA in Scotland

Improving sustainability
of YMCAs

Increasing community
climate activities

Embedding UNCRC in our
programmes

Reducing the poverty
related attainment gap

Increasing awareness
and action on global
inequity



YMCA Scotland, 1 Chesser Avenue, Edinburgh, EH14 1TB

www.ymca.scot

Scottish Charity SCO13792