



Here for young people
Here for communities
Here for you

OUR CORE VALUES

YMCA CHELTENHAM

DRIVEN BY THE GOOD WE DO



MESSAGE FROM JOSEPH

Welcome to the YMCA Cheltenham Guide to our Values. This booklet introduces the Values that shape and drive our organisation from our everyday interactions to the way in which we approach our planning and development.

At the heart of our mission is a commitment to foster a supportive, engaged, and meaningful community where everyone is respected and valued. Our Values are, therefore, not just words; they are the principles that guide our actions and decisions every day.

By embracing these Values, we strive to create an environment that enriches lives and strengthens the bonds within our community.

Our Values are the foundation of our culture and are integral to achieving our vision of empowering individuals and families to learn, grow, and thrive. We believe in the importance of living these Values, both within our own organisation and in our interactions with the broader community.

YMCA Cheltenham is embarking on an inspiring journey to make its foundational Christian principles both accessible and relevant to a broad audience, beyond any specific faith or belief structure.

By centering its mission around a single but profound Biblical Scripture (Micah 6:8), the organisation is not just acknowledging its Christian Faith foundation but is also extending an invitation for all to embrace our Values – Values that are fundamentally human and rooted in the good we can do for each other.

Micah 6:8 calls on individuals to "act justly, love mercy, and walk humbly" and serves as a powerful, unifying message that we hope you will share and demonstrate with us.



Joseph R Main
CEO - YMCA CHELTENHAM

THE MICAH 6:8 PRINCIPLE



In reviewing the Organisational Values after almost 170 years, the Board of Trustees established the "Micah 6:8 Principle" in 2023.

The Bible verse of Micah 6:8 states the following:

"...And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God"

The organisation has, therefore, taken the spirit of those words and has set them out as shown in the diagram above so they can be relevant to everyone - whether they are a Christian or not, or whether they have any faith or not.

The Values are expected to frame all internal and external interactions as well as fully inform organisational policies and processes.

The Micah 6:8 Principle will also be used to evaluate any new work or developments the organisation might consider now or in the future, meaning that those developments would have to meet the Values shown below before proceeding.

Our ORGANISATIONAL VALUES, therefore, are set out on the following page.



OUR CORE VALUES

WE WILL

OPERATE with

Equity, Integrity,
Openness and Honesty



WE WILL

ENGAGE with

Empathy, Kindness,
Generosity and Grace



WE WILL

BE

Thoughtful, Discrete, Ethical
and Respectful to all



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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.