

# The YMCA Mission and You

Welcome to the Staff Team at our Branch. We are thrilled to have you! The volunteer Christian Emphasis Committee would like to help encourage you, support you and help you personally make the YMCA Mission “come alive.”

**YMCA Mission: ~ To put Christian principles into practice through programs that build healthy spirit, mind and body for all.**



This Y Mission is represented in our John 17:21 logo that can be seen around the branch.

*“My prayer for all of them is that they will be of one heart and mind, just as you and I are, Father---that just as you are in me and I am in you, so they will be in us, and the world will believe you sent me.” ~ John 17:21*

## **Just what does this mean for you as a staff member at our branch?**

It means you have permission to do the following things:

- *Be Christ-like, thinking of others and having a servant-led heart.*
- *Exemplify our 5 Character value traits: Caring, Honesty, Respect, Responsibility and Faith*
- *When appropriate and as opportunities arise be free to share your faith journey in Christ with our members in a warm and friendly way. [remembering that we are committed to help people grow in spirit, mind, and body]*

## **More specifically, here are some practical examples of how you can live out these themes.**

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|---|--|--|
| ● <i>Parking in Staff parking</i>   | ● <i>Picking up trash when able</i>                              | ● <i>Being on time for your shift</i>  |
| ● <i>Smiling and Speaking to our members</i>                                      | ● <i>Helping a member in an emergency</i>                        | ● <i>Praying with our members or for our members</i>                                     |
| ● <i>Leaving your area cleaner than you found it</i>                              | ● <i>Opening the door for a member</i>                           | ● <i>Sharing a devotion or thought for the day during your class</i>                     |
| ● <i>Promoting our Christian Emphasis events and initiatives</i>                  | ● <i>Being welcoming to all and helping people feel included</i> | ● <i>Sharing positive and negative feedback from our members with your supervisor</i>    |
| ● <i>Answering questions graciously, and meeting members' needs when possible</i> | ● <i>Using our members' names</i>                                | ● <i>Encouraging others by sharing things that God has done or is doing in your life</i> |

Remember, Christ calls us to go forth and love others and make disciples of others. Here at our Branch you are called to do the same---in an appropriate setting and manner. For resources about the Mission, you can ask your supervisor or our Branch Christian Emphasis Coordinator.

This is the rich heritage that the YMCA has been built on and what makes it unique, different, and successful today.

**The Key to Making the Mission Come Alive:  
Being Appropriately Passionate and Passionately Appropriate  
YOU HAVE PERMISSION!!!!**

*[produced by [www.ymcamission.org](http://www.ymcamission.org)]*



## ***MISSION FOCUS—KEEPING IT CLEAR***

### **YMCA Mission- Why it is Important for a Great Organization**

One of the challenges in a society that has become increasingly secular is for organizations that have a sense of Christian purpose or mission to keep their focus. In the books ***Built to Last*** and ***Good to Great***, authors Jim Collins and Jerry Porras emphasize two important concepts that should encourage YMCAs to stay true to their mission.

These books explore the deep reasons behind the long-term success of corporations and organizations. They ask the question, “*What makes the truly exceptional companies different from other companies- ones that have impact long term impact for the long haul?*” A key dynamic that they discovered is that: “***Great organizations know how to Preserve the Core and Stimulate Progress.***” They describe these two attributes in the following ways

#### **Preserve the Core– (The Mission, Purpose and Values)**

- Provides continuity and stability
- Is a relatively fixed stake in the ground
- Guides (even limits) the possibilities and directions the company should consider

When an organization is clear on its core, it is taking care of its **unique essence** that makes it distinct from all other similar organizations. When an organization is clear on its **unique product or unique contribution** it is primed to make a big impact.

#### **Stimulate Progress – (The goals, innovations, strategies)**

- Generates new directions, new methods, new strategies consistent with the core
- Generates movement toward goals, improvement, long term vision
- Generates new ideas and possibilities for the organization to impact

Having the core in focus in turn, allows goals, innovations, and strategies to be evaluated to see if they are in line with the core. Those things are chosen that strengthen and amplify the core essence. Other things are not chosen that dilute or weaken the core essence.

### **The YMCA Core**

The YMCA mission of: “***Putting Christian principles into practice through programs that build spirit, mind, and body for all***”, is a strong and clear mission statement. However there are actually 3 aspects to the mission statement- the core-

The Core - “To put Christian principles into practice ...”  
The Action - “through programs that build spirit, mind and body...”  
The Audience - “for all...”

The YMCA maintains its ability to become a great organization when it understands the core it is trying to nurture. The YMCA gets out of focus and begins to minimize its impact when action and audience become its primary focus and the core becomes secondary.

This document is used by our Directors when they meet with their staff. This document works best when coupled with a discussion around "How does this apply to your role?" that then allows new staff to think tangibly about making the Mission a part of their job.