

# LANCASHIRE YOUTH CHALLENGE

# RECRUITMENT PACK TRUSTEES & CHAIR



LANCASHIRE  
YOUTH  
CHALLENGE

EMPOWERING  
YOUNG LIVES  
**10**  
2015-2025



The Queen's Award  
for Voluntary Service



On behalf of the team and Board of Trustees, thank you for your interest in joining in the Board of Trustees at Lancashire Youth Challenge (LYC).

Since the inception of the charity back in 2015, LYC has been on a journey of growth and development investing over £1 million in supporting thousands of young people's development through creative arts, sports, and outdoor adventure across Lancashire. 2025 marks ten years of LYC, a significant milestone for the charity which goes from strength-to-strength. The Charity is led by Founder and Chief Executive Officer Guy Christiansen, who has over 20 years' experience in the charity sector. Guy is supported by a highly skilled team of practitioners who support the charity in achieving its ambitious strategy.

Supporting Guy in the management of LYC is the Board of Trustees. The Board is made up of individuals with various skills which contribute to the effective management and governance of the charity.

In summer 2025 I have taken the difficult decision to step away from the Board due to personal reasons. My departure paves way for a new Chair of Trustees to take the reins and support Guy in continuing the development of this amazing Charity.

Tom Drake  
**Chair of Trustees**



**CHAIR'S  
WELCOME**

I am delighted to welcome you to LYC, a dynamic and ambitious charity that empowers young people across Lancashire to unlock their potential, build resilience, and embrace challenges that foster personal growth.

At LYC, we believe that every young person deserves the opportunity to develop confidence, life skills, and a strong sense of self-worth. Through our innovative programmes—ranging from outdoor adventures and creative arts to sports and wellbeing initiatives—we provide life-changing experiences that enable young people to thrive.

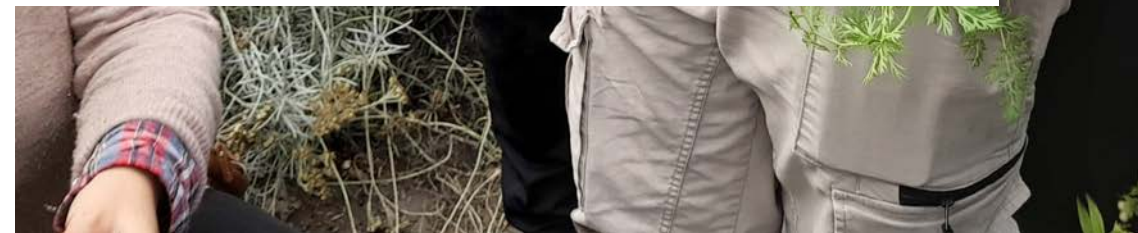
Our 2024 Annual Report highlights another remarkable year of growth and achievement. That year we:

- Engaged 205 young people in weekly activities.
- Delivered 234 workshops and sessions, creating 1,771 participation opportunities.
- Saw 90% of participants report improved emotional wellbeing and confidence through our RESTORE programme.
- Facilitated transformative experiences such as a 100km canoeing expedition in Scotland, cycling challenges, and outdoor residentials that helped build resilience, leadership, and self-efficacy.

Our programmes are more than just activities—they are stepping stones that equip young people with the tools to navigate life's challenges with confidence.



**WELCOME FROM  
OUR CEO**



We are a forward-thinking organisation with a clear vision for the future. In 2024, our Board ratified a new three-year strategic plan to ensure financial stability while expanding our reach. The appointment of our first-ever Operations Manager, Rachel Parsons, marks a significant step in strengthening our operational capacity and delivering long-term sustainability.

Our financial model is robust, supported by diverse funding streams, corporate sponsorships, and committed donors. Key partners such as the National Lottery Community Fund, Sport England, and the Garfield Weston Foundation have demonstrated continued trust in our mission, enabling us to deliver high-quality programmes with lasting impact.

As we look to the future, we are eager to welcome dedicated trustees who share our passion for youth development. Being a trustee at LYC is a unique opportunity to contribute strategic oversight, governance expertise, and fresh perspectives to a charity that is transforming young lives. New trustees will be joining a committed Board that values collaboration, innovation, and the empowerment of young people.

Whether your expertise lies in finance, fundraising, governance, human resources, marketing or youth work, your skills can help shape the next chapter of LYC's journey. Most importantly, you will be part of a team that believes in the power of young people to overcome challenges and achieve their full potential.

I invite you to explore our work, meet our team, and see first-hand the incredible difference we are making. Thank you for considering this opportunity—if you think this may be for you then we will look forward to meeting you.

Guy Christiansen,  
**Chief Executive Officer**

LYC began life as an informal partnership between several youth & community organisations in Lancaster with a vision to explore how physical fitness activities, creative arts practice, sports activity, and outdoor adventure activities could be combined into an innovative & holistic programme of participation.

In 2013, we delivered our first project, a long-distance cycle and film making challenge. The challenge was a great success, receiving national interest and we were awarded the Sport England Youth Project of the Year Award at Westminster Palace. In 2014, following consultation with local young people, we facilitated a more ambitious challenge, a six-day cycle from London Bridge to the Eiffel Tower, Paris.

In 2015, Lancashire Youth Challenge became a Charitable Incorporated Organisation, registered with the Charity Commission of England and Wales; and thanks to investment from the National Lottery Community Fund, in July 2019, the charity appointed a CEO and launched a three-year participatory learning initiative 'Our Place in the World'.

As a testament to the quality of our work and the commitment of our volunteers and trustees, in June 2021, we were awarded the prestigious Queen's Award for Voluntary Service (the MBE for voluntary and charitable organisations).

As of 2025 the charity employs two FT staff, two PT staff and several freelance practitioners to deliver activity in Lancaster District, North Lancashire, and Preston.



# LYC BACKGROUND

The LYC Board provides the charity with the strategic oversight, specialist skills, and fresh perspectives needed to drive the charity forward. The key quality we are looking for in Trustees is a commitment to the values and work of the charity. In addition, our goal is to recruit diverse Trustees with expertise in youth work, HR, legal affairs, financial management and fundraising – areas that are crucial for our continued success.

We are also seeking to recruit a new Chair of LYC who will work especially closely with Guy Christiansen, our CEO, to steer the charity over the coming years.



# WHO SHOULD APPLY



Being a Trustee for LYC means:

- Ensuring that LYC pursues its charitable purposes by developing and agreeing a long-term strategy and evaluating performance against agreed targets
- Ensuring that LYC complies with charity law, company law and any other relevant legislation or regulations
- Ensuring that LYC applies its resources and funds exclusively in pursuance of its charitable objects for the benefit of the young people it serves
- Safeguarding the good name and values of LYC
- Ensuring the effective and efficient administration of LYC, including having appropriate policies and procedures in place
- Ensuring the financial stability of LYC
- Being an ambassador and connector, actively promoting our mission and helping expand our networks
- Following proper and formal arrangements for the appointment, supervision, support, appraisal and remuneration of the Chief Executive Officer

In addition to the above statutory duties, Trustees use specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This will involve scrutinising Board papers and may also include leading discussions, focusing on key issues, providing advice and guidance on new initiatives.

For further information about the requirements and responsibilities of being a trustee, please see guidance from the [Charity Commission for England and Wales](#).



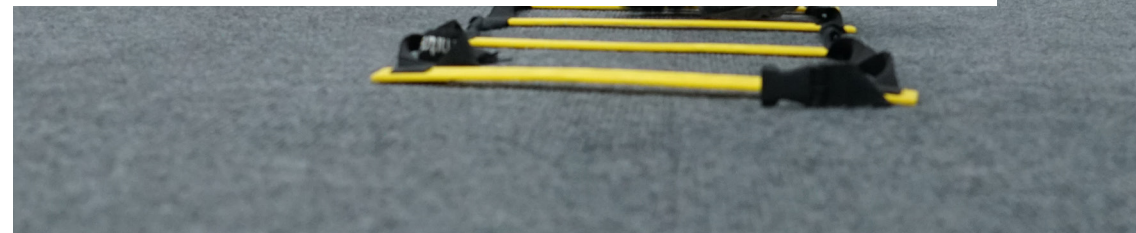
# TRUSTEE JOB DESCRIPTION

LYC trustees need to have:

- A commitment to LYC and excellent participatory work with young people
- A willingness to devote the necessary time and effort
- Strategic vision
- Good, independent judgement
- An ability to think creatively
- A willingness to speak their mind
- An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship
- An ability to work effectively as a member of a team
- A commitment to Nolan's seven principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership.



# TRUSTEE PERSON SPECIFICATION





In addition to the general responsibilities of a Trustee, the duties of the Chair include the following:

- Providing leadership to LYC and the Board, ensuring everyone remains focused on the delivery of the organisation's charitable purposes to provide maximum benefit to young people
- Chairing and facilitating Board meetings
- Giving direction to Board policymaking and bringing impartiality and objectivity to decision-making
- Checking that decisions taken at meetings are implemented
- Representing LYC at functions and meetings, and acting as a spokesperson as appropriate

With the Chief Executive Officer:

- Planning the annual cycle of Board meetings and other general meetings where required
- Setting agendas for Board and other meetings
- Developing the Board of trustees including induction, training, appraisal and succession planning
- Addressing conflict within the Board and within LYC and liaising with the Chief Executive Officer to resolve this
- Liaising with the Chief Executive Officer to keep an overview of the organisation's affairs and to provide support as appropriate
- Leading the process of supporting and appraising the performance of the Chief Executive Officer
- Sitting on appointment and disciplinary panels



# CHAIR'S JOB DESCRIPTION

In addition to the qualities required of a Trustee, the Chair should be confident in leading a collaborative working culture and have:

- Excellent leadership skills
- Experience of committee work
- Tact and diplomacy
- Good communication and interpersonal skills
- Be committed to impartiality, fairness and the need to respect confidences



# CHAIR'S PERSON SPECIFICATION

If you would like to apply, please email us – to [guy.christiansen@lancashireyouthchallenge.co.uk](mailto:guy.christiansen@lancashireyouthchallenge.co.uk) - with a brief letter of application outlining your skills, experience, and reasons for wanting to join the Board of Trustees. Please also include a copy of your CV. If you wish to be considered for the role of Chair of Trustees, please make this clear.

We would like to hear from people between **April and the end of June 2025**. We anticipate carrying out two rounds of informal interviews, firstly at the end of April and secondly in early July.

If you think this could be for you and would value like an informal conversation chat with a member of the LYC team, please contact one of the following people:

**Guy Christiansen** (CEO)

[guy.christiansen@lancashireyouthchallenge.co.uk](mailto:guy.christiansen@lancashireyouthchallenge.co.uk)

**Chair**

[chair@lancashireyouthchallenge.co.uk](mailto:chair@lancashireyouthchallenge.co.uk)

For further details on the charity please see our website.  
Thank you again for your interest.

The LYC Team.



# HOW TO APPLY