

CHURCH OF IRELAND YOUTH DEPARTMENT

REPORT 2002

MEMBERSHIP

Executive

President

Rt Rev RCA Henderson, Bishop of Tuam, Killala and Achonry (Chairman of Central Board)

Chair

Rev KP Whittaker (Chairman of Executive Committee)

Treasurer

Rev OMR Donohoe (*resigned January 2002*)

Secretary

Rev EG Bunting

Rev AJ Forster

Central Board – Executive and

Rev Canon G Hastings

Rev RG Gray

Miss G Evans

Mr J Marshall

Rev RS Miller

Rev NLJ Harvey-Neill (*resigned 2001*)

Mrs J McIlroy

Miss G Bendall (*resigned 2001*)

Mr C Day

Mr R Totten (*resigned 2001*)

Miss S Kingston

Rev MJ Harvey (*resigned 2001*)

Mr M Baird

Rev M Hayden (*resigned 2001*)

Mr F Bailie

Co-opted Members

Mrs I Hawthorne

Rev PG Heak

Youth Officer

Mrs Arlene Kee (*resigned 2001*)

This has been another year of change in the Youth Department, but we are now confident that we have found a strategy that is workable; we look forward to reporting in full the General Synod in 2003 by which time the benefits of the strategy will be well established. This is an extended interim report to keep members of the General Synod informed.

Over the last few years, despite the most strenuous efforts, it has proved to be hard enough to deliver youth work consistently on the ground with credibility or semblance of parity between North and South, or between Dioceses, even between parishes. We have needed urgently to establish a sound and realistic basis for going forward while there is still substantial grant money coming in, and a continued need for help with youth work on the ground - our *raison d'être*.

The main thrust of the future direction for the Church of Ireland Youth Department has been presented to the House of Bishops, Standing Committee, Allocations Committee and the other chief sources of funding – the Priorities Fund and the Department of Education, RI.

BACKGROUND POINTS

- CIYD is now an all-Ireland body with an elaborate and carefully worked out management structure. This is important, but it has left us with many discrepancies. These differences do not neatly clarify into North and South, or Province of Armagh/Dublin. It remains a reality that there are differences between Dioceses in youth officers, youth policy, investment, numbers, expectations etc. It has proved impossible to deliver program in a fair and balanced way with the current financial and staff limitations. In fact, it might never be realistic - even if we had a huge budget that released funding from the admin./salary demands that are so high at present.
- Given the recent uncertain times, we shall not continue down the road of employing new staff (with the exception of a **‘Youth Ministry Coordinator’** – see below). Rather we have encouraged the appointment of *Diocesan* staff and will help them.
- **Financially.** CIYD has begun to help by giving flat rate grants to Dioceses to support their own programme. Thus, grant aid would be visible, and fair, but it would be up to the Dioceses to determine how it is spent on their own youth work.
- **By facilitating meeting** (with each other) with a view to sharing ideas, opportunities for collaboration, difficulties encountered etc.
- **By facilitating training** they may need to have. We would make use of existing training program and expertise, as well as providing our own to match particular local and national needs. We see no point in duplicating what others have already provided.

Note: We would therefore be delivering program that would be locally determined, but (at least partly) centrally financed, facilitated and trained where appropriate.

The staff at present comprise:

- The current Field Officer (working with Dublin and Glendalough)
- Administrator
- Administrative Assistant
- the Year Out Team staff and Coordinator

The post of **Youth Ministry Coordinator** is currently being advertised, and we anticipate an appointment by the time of the General Synod 2002. The purpose, duties and job specification of the **Youth Ministry Coordinator** are attached to this report as Appendix A.

DIOCESAN SUPPORT STAFF

Dioceses and their bishops are being encouraged to appoint and employ a person, clerical or lay, with a passion for youth work, to drive the local work forward. Such people would be titled **CIYD Diocesan Support Staff**. We envisage that each Diocese be given an initial grant of eg £7,500 pa (£STG or € equivalent depending on principal jurisdiction) for two years, earmarking one third as a retainer for Support Staffs’

salaries/expenses, and 2/3 for Diocesan programme. This will be assessed after the two years, and the availability and amount of future grants would be based on these assessments. Diocesan Support staff will report to CIYD every month, and all meet together quarterly (Youth Ministry Coordinator to facilitate) to encourage, share, train, and perhaps do some joint ventures.

Note: Dioceses would be the employers, not CIYD.

Note: Central administration would be from Belfast but an office would be kept in the Republic.

Note: The levels of Diocesan grant are approximate at this stage. They may have to vary, in accordance to the monies we actually have available but the intention is that all Dioceses will be equally treated.

Note: The CIYD Central Board will continue to meet regularly as before to determine matters of policy, and to review and encourage the work of the staff centrally and in the Dioceses. As such, they will be party to the review process of the local initiatives and funding after the first two years of the present system have been complete. Central Board members will be given the opportunity to meet with staff, both central and Diocesan.

*Note: **Summer Madness** is still something of a flagship of Church of Ireland youth work with its roots firmly in CIYC/CIYD.*

CONCLUDING OBSERVATIONS

This report has outlined in some detail our plans for a co-ordinated devolution of financial and human resources to local level. The Executive and Central Board of the Youth Department have agreed these proposals. They have been taken to the Allocations Committee and to the Standing Committee. To date, we have found broad (and enthusiastic) agreement with the thrust of the proposals. This is an opportune time; it would not be right to reappoint automatically without a fundamental reappraisal of the work that a Central Youth Department can effectively deliver, and the most likely way of achieving this.

Over the last year, the Youth Officer has resigned in favour of an important youth-related job with NI Education and Libraries Board. We thank her for her hard work over the last ten years. We thank other members of staff who have also moved on: Karen Taylor, Paul Brown and Richard Nelson (Summer Madness project). We also thank Olive Donohoe for her marvellous work as Treasurer. The present Year Out Team and their coordinator continue until August 2002, but the scheme will not be operating in 2002/3. Our policy is to remain true to our existing commitments to personnel and projects, but to place these under review at appropriate times as part of our future planning.

+Richard Tuam

27 February 2002, for and on behalf of the CIYD

APPENDIX A**YOUTH MINISTRY CO-ORDINATOR****JOB PURPOSE**

The post will develop the practice of Youth Ministry at Diocesan level working in support and co-operation with the Diocesan Youth Councils and Diocesan workers throughout Ireland. The Youth Ministry Co-ordinator will be required to communicate with and liaise with clergy and central administration of the Church of Ireland in matters related to the work of the Church of Ireland Youth Department.

The Church of Ireland Youth Department is an all Ireland organisation and as such the Youth Ministry Co-ordinator will be required to divide his/her time between both jurisdictions.

ACCOUNTABILITY

The Youth Ministry Co-ordinator will be responsible to the Central Board of the Church of Ireland Youth Department and will be directly supervised by an appointed member/s of the Executive Committee.

MAIN DUTIES***Central Staff***

- To be responsible for the day-to-day co-ordination of the work of the CIYD staff team.
- To provide support for the Executive Committee in relation to the management of staff and staff related issues.

Development and Support of Diocesan Support Staff

- To oversee the provision and organisation of regular and progressive training for Diocesan Support Staff
- To assist in resourcing and advising Diocesan Support Staff in relation to their local projects
- To arrange training events for the Diocesan Support Staff at suitable venues every four months
- The organisation of a retreat/s for Diocesan Support Staff (at least once per annum) with particular emphasis on their spiritual needs
- To make Diocesan Support Staff aware of relevant conferences and training provided by other churches and government and to encourage attendance

Links with Other Agencies and Projects

- To liaise with and develop the work of CIYD at The Church of Ireland Theological College

- Maintain and develop constructive and collaborative links with Summer Madness and other appropriate ‘Para-church’ organisations
- To be an active member of, and in regular liaison with, relevant youth and youth-related organisations in the wider church and secular scene (e.g. Youth Link, Government Youth Departments etc)

Fundraising

- The Youth Ministry Co-ordinator will be required to identify the needs of the Church of Ireland Youth Department and its stakeholders and to source and generate funding, both North and South.

JOB SPECIFICATION

The Youth Ministry Co-ordinator would:

- be deeply aware of the needs of young people and up to date with youth culture
- be familiar with, and sympathetic to, the working of the Church of Ireland and wider church, North and South
- be an effective communicator at all levels
- be someone experienced with youth work, and prepared to facilitate this in others
- be able to develop and facilitate leadership skills in others
- be able to encourage and motivate staff at local and national level
- have a degree subject in an area relevant to the post (eg Youthwork, Theology, Business Administration)

Ongoing in-service training may be made available.

The post will be based in either Dublin or Belfast and the Youth Ministry Co-ordinator must be prepared to divide his/her time between both jurisdictions.