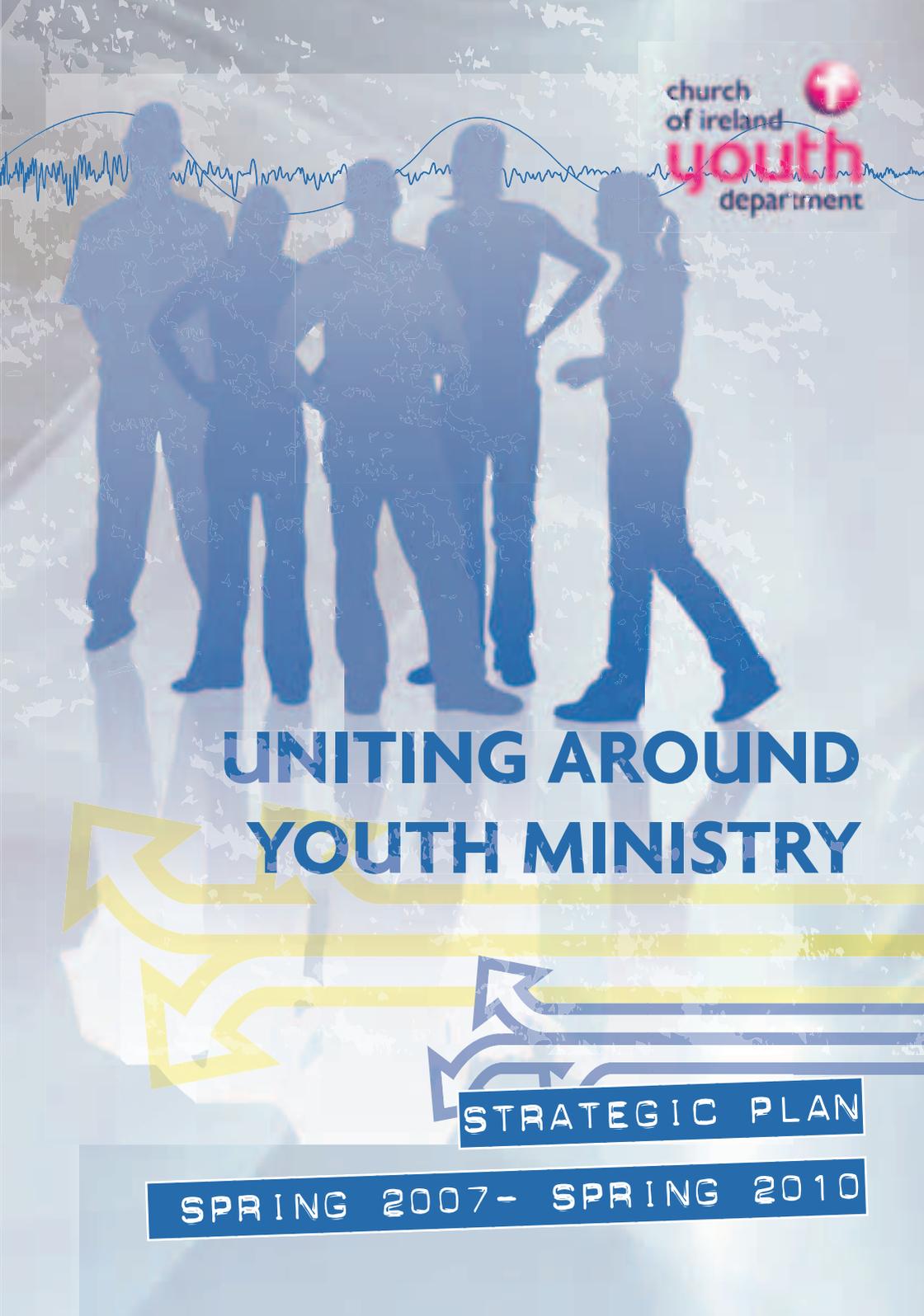




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church
of ireland
youth
department

UNITING AROUND YOUTH MINISTRY

STRATEGIC PLAN

SPRING 2007 - SPRING 2010

FOREWORD: BISHOP RICHARD HENDERSON

**PRESIDENT OF THE CHURCH OF IRELAND YOUTH DEPARTMENT
& BISHOP OF TUAM, KILLALA AND ACHONRY**

The CIYD Strategic Plan 2007-2010 has arisen from the need to articulate the many strands - traditional, developing and new - of Church of Ireland work with young people. Its starting point is rooted in the exciting work that is already taking place. This document clearly sets out our vision and aims, with each of the aims in prioritised detail. These in turn lead naturally and necessarily into articulation of performance indicators. So there is measure as well as strategy.

Across the whole island of Ireland, there is widespread understanding that youth work is central to the life and mission of our Church; the willingness to engage with it is demonstrated by two welcome developments:-

- the huge and growing numbers of volunteers who use the networking and professional input that CIYD offers.
- the great increase in parishes and dioceses in the number of parish youth workers.

All of the above is set against a background of great need for the Church to raise young adults in the deepest Christian spirit of love and truth and to help equip them with the social and spiritual capital for a life of service and mission to a frequently unjust world.

In the midst of this climate of growth and change, CIYD has very much to offer. I am delighted personally to commend this clear and far-reaching strategy. Do please take time to read it and reflect on it.

+Richard Tuam:

VISION:

Our vision is to see young people, and those who work with them, equipped for a life of mission and service.

AIMS:

Advocacy:

To allow young people opportunities that give voice to their concerns.

Meeting the Church of Ireland's needs:

To accompany Church of Ireland dioceses and parishes in developing ministry with young people.

Networking:

To promote the needs of young people in partnership with voluntary and statutory youth agencies.

Peace and Reconciliation:

To encourage and support young people in developing meaningful relationships with those from different traditions and cultural backgrounds.

Programme Development:

To create opportunities for young people, across the Church of Ireland, to express their faith through a range of learning opportunities and programmes.

Prophetic Voice:

To challenge and comfort young people aged between 11-25 years, with the message and claims of Jesus Christ.

Training:

To resource youth ministry leadership development across the Church.

SUPPORTING AIMS:

Communication:

To communicate effectively with key stakeholders in the work of CIYD.

Finance and Funding:

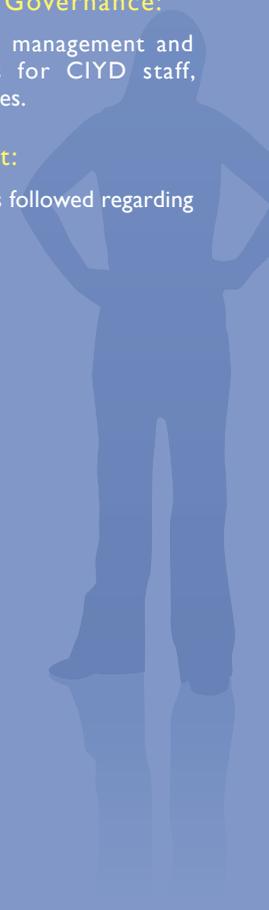
To secure finance and funding allowing for strategic aims to be realised and ensuring that financial accountability is transparent.

Management and Governance:

To provide appropriate management and governance structures for CIYD staff, programmes, and resources.

Staff development:

To ensure best practice is followed regarding staff development.



OUR CONTEXT:

For Christian mission to reflect the nature and wonder of God, we first need to give attention to the context. Regarding ministry to and with young people, this context offers both opportunity and challenge to the Gospel of Christ being experienced by today's young people. This generation of young people have been labelled the 'Ipod' generation.¹

The 'I' generation:

Individualism: Young people and the culture that they inhabit can be characterized as being one where the individual and their rights pre-determine how the world is seen and dealt with. This sense of individualism coupled with what some are calling 'post modernity'² sees the individual only content with the latest purchase. The pursuit of happiness has become the foundation upon which many young people base their lives.

Information: With the on-going advances in information technology and its usage, young people as never before have access to information and choice. Worldviews are shaped by a cacophony of voices, and one voice might be that of Christ!

Image/Identity: Since the concept of the 'teenager' began to emerge; adolescence has been seen as a search for identity. Couple this with a society that bases identity on image, and the challenges facing Irish young people are immense in determining who and what they are. Speaking a Gospel of love and acceptance into young people's lives requires attention to the forces that currently shape their identity.

The Irish context: As an all Ireland entity, CIYD is tasked with representing young people from across the island of Ireland. How we reflect the complexities of society, Irish and British, urban and rural, local or multi-cultural, church or un-churched, somehow forms the 'picture frame' within which we minister. Primary to these concerns is the overwhelming and life giving love of God, as expressed in Jesus, that changes and transforms. This strategy is written to give direction and focus to the work of CIYD but ultimately needs to draw on the work of God's Spirit across Ireland, in and through young people.

References

¹ <http://news.bbc.co.uk> 'Ipod generation are worse off' 22 August 2005

² K. C. Dean, C. Clark, D. Rahn (eds) 'Starting Right: Thinking Theologically about Youth Ministry' Zondervan 2001

VALUES:

The following values underpin all aspects of the Department's ministry:

CHRIST-CENTRED

A personal and deepening relationship with Christ that demonstrates God's love and enables young people to grow in faith and Christian discipleship.

EMPOWERING

The needs, aspirations, talents and opinions of young people should be central to the development of youth ministry within CIYD.

VISIONARY

To be pioneering and dynamic in expanding the boundaries of youth ministry within and around the Church.

RELATIONAL

Showing respect and consideration for others and promoting good relations between individuals and groups.

INCLUSIVE

Promoting inclusion and respect for diversity.

PARTNERING

Working in partnership with the Churches, voluntary and statutory youth agencies and the wider community, in serving the needs of young people.

INTEGRITY

Accountability, integrity and good stewardship of resources in all aspects of how we conduct our work.

PROFESSIONAL

Excellence, professionalism and good practice in all aspects of our work.



ADVOCACY

Context: The challenges facing the Church in its work with young people remain multi-faceted. Young people themselves seek to be valued, to belong and to participate. CIYD places these young people centrally in all we do.

Aim: CIYD will be constantly aware of critical and emerging issues in youth work and ministry, providing a prophetic voice to the Church and the wider community.

Priorities:

- To see that the voice of young people is more fully represented within Church of Ireland governance.
- To ensure that young people have access to the governance of CIYD, its programmes and delivery.
- To support youth leaders, clergy, and youth workers in their understanding of the needs of young people across Ireland.
- To reflect on 'societal concerns' regarding the well being of young people, and to give voice to these concerns.
- Effective representation at a national level regarding developments in the wider Youth Services highlighting a Christian response to youth issues.
- To support 'fresh expressions' of Church.

Performance indicators:

- Increase in numbers of young people engaged across the life of the Church contributing to the Church's governance.
- Numbers of young people engaged with CIYD governance.

- Range and scope of training and awareness opportunities developed with and for leaders, highlighting the needs of young people.
- Facilitation of an advocacy role for young people in relation to those who shape public policies which impinge on the quality of their lives.
- That CIYD becomes an advocate for young people across the Church of Ireland and across the youth sector across Ireland.
- Support of 'fresh expressions' of worship that engage young people, and deepen Christian discipleship.

MEETING THE CHURCH OF IRELAND'S NEEDS

Context: Crucially in the work of CIYD is how the Department supports Church of Ireland dioceses and parishes. The work of CIYD therefore is in striking a balance between national innovation and programme development, along with the support of diocesan and parish youth ministry.

Aim: To accompany Church of Ireland dioceses and parishes in developing ministry with young people.

Priorities:

- Maintain dialogue with Church of Ireland parishes and dioceses to:
 - identify their needs and priorities regarding youth ministry;
 - agree where CIYD may be of assistance in helping develop or support their strategies and practice.
- Support parishes and dioceses in relation to emerging trends, issues and legislative changes and their implications for the Church of Ireland.
- Assist the Church in working with young people in areas of disadvantage and social exclusion.
- Advise on best practice in the recruitment, employment and management of youth workers within the Church.
- Research, produce and disseminate youth ministry resources.

Performance Indicators

- Dialogue with Diocesan Youth Officers, Parish Youth Ministers and volunteers, Diocesan Youth Councils and Diocesan Bishops.
- Engagement with parish church youth groups and dioceses.

- Engagement with disadvantaged and socially excluded groups of young people.
- Appraisal and greater awareness of emerging trends across the Church of Ireland as they affect youth ministry.
- Satisfactory level of best practice implementation in the recruitment, employment and management of youth workers.
- Annual production of materials resourcing youth ministry.

NETWORKING

Context: Vital in the ministry of serving young people is the shaping of this work through partnership with other youth agencies and networks.

Aim: In partnership with statutory and voluntary youth agencies promote the needs of young people.

Priorities:

- Participate in youth sector fora across Ireland, and contribute to the development of youth service policy and practice.
- To encourage young people in their engagement with other youth agencies and networks as active participants.
- To facilitate engagement between Church of Ireland parishes and partners across the youth networks.

Performance Indicators:

- Number of youth sector fora participated in.
- Number of young people from the Church of Ireland active across a range of youth sector agencies.
- Level of engagement between Church of Ireland parishes and relevant youth sector partners.

PEACE AND RECONCILIATION

Context: Crucially in the work of equipping young people to live a life of mission and service is how we live with difference across the island of Ireland. This work reflects the changes experienced by various parts of Irish society and young people.

Aim: To encourage and support youth groups at parish and diocesan level to develop meaningful relationships with young people from different traditions and cultural backgrounds.

Priorities:

- To facilitate Church of Ireland young people in their engagement with other young Anglicans across the Church of Ireland in all its breadth and diversity.
- To encourage young people to engage with young people from other faith traditions and cultural backgrounds.
- To facilitate leadership development of those working with young people regarding good relations, skills, knowledge and understanding.
- To develop opportunities throughout CIYD's national 'all-Ireland' programme that address issues around living with difference.

Performance Indicators:

- Number of Church of Ireland young people engaged with each other via programme and ministry opportunities.
- Number of Church of Ireland young people engaged with ethnic minority young people.
- Number of leaders working with young people gaining qualifications regarding good relations.

- Range and scope of training opportunities for Church of Ireland youth leaders raising awareness of these issues.

PROGRAMME DEVELOPMENT

Context: One of the key tasks facing CIYD is to ensure that strategic opportunities involving young people facilitate their development at every level. This task requires relevant practice and programme development.

Aim: CIYD will promote and develop youth ministry opportunities for young people and young adults that will encourage participation in the mission and work of the Church.

Priorities:

- To promote young people's participation in parish life and ministry.
- To develop events at an 'all -Ireland' level that facilitates young people in their faith development.
- To develop discipleship programmes for young adults.
- To encourage young adults from across the Church to engage in mission opportunities both within Ireland and overseas.

Performance indicators:

- Creation of key opportunities for faith and life to be explored.
- Range and scope of training and awareness opportunities and events developed with and for young people at an 'all Ireland' level.
- Development and facilitation of a successful young adult intern experience.
- Increase in numbers of young adults engaged with mission opportunities on an annual basis.

PROPHETIC VOICE

Context: Young people often act as catalysts for good, when they are given opportunities to articulate their faith and vision for the world. Their voice brings challenge and comfort to the Church. Conversely, the Gospel of Christ challenges today's young people with a message of commitment, discipleship and fulfilment. Prophetic voices need to be heard from young people and the Church at large, if the work of CIYD is to remain relevant across the island of Ireland.

Aim: To challenge and comfort young people aged between 11-25 years, with the message and claims of Jesus Christ.

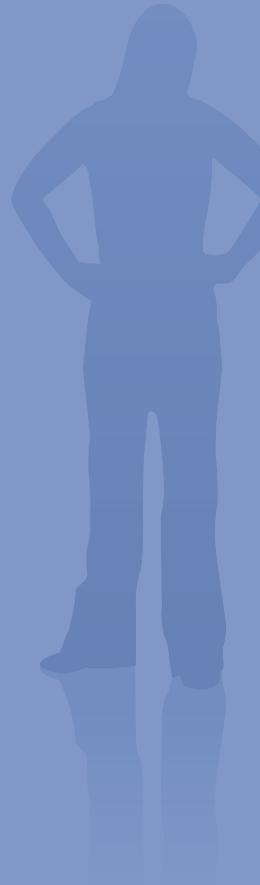
Priorities:

- To create, with young people, opportunities whereby their concerns are heard and responded to from within the structures of CIYD.
- To facilitate young people across a range of networks, allowing their voice to be expressed on matters that are important to them.
- To support the Church, as it finds appropriate and relevant ways of communicating the message of Christ to young people.

Performance indicators:

- By ensuring effective representation by young people occurs within CIYD's governance, management and programme development.
- By facilitating Church of Ireland young people as they engage with institutions, networks and agencies that impact on their lives, across Irish society.

- Through the development of best practice models, addressing youth evangelism and youth discipleship, including the creation of specific resource material.



TRAINING

Context: Leaders are often at the interface between life, culture, and the Church. Many adult volunteers, youth ministers, clergy, parents and young people find themselves at this interface. These leaders need a range of training and resourcing opportunities if they are to remain effective and faithful to their calling and the service of young people.

Aim: To resource youth ministry leadership development across the Church.

Priorities:

- To deepen the impact and quality of the CIYD national programmes currently in operation and through initiation and development ensure appropriate ministry programmes are established where needed.
- To establish and conduct an 'all-Ireland' needs analysis on the nature and scope of youth ministry across the Church of Ireland.
- To develop a vocational youth ministry and theology degree for Ireland with professional youth work accreditation.
- To support awareness and implementation of child protection procedures across the Church's youth sector.
- To share examples of youth ministry best practice.
- To work in partnership with youth work training bodies across Ireland regarding accredited training.
- To ensure that full and part time parish-based youth ministers engage with retreat and development opportunities facilitated by CIYD.
- To ensure that 'off-line' supervision opportunities are offered to Church of

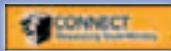
Ireland youth ministers through CIYD Youth Ministry Development workers.

- In partnership with the Church of Ireland Theological College, contribute to youth ministry training available to Ordinands.
- To develop opportunities that allow line managers of youth ministers across the Church of Ireland to engage in relevant training.

Performance Indicators:

- Range and scope of training opportunities created across the Church of Ireland.
- Production of a contemporary analysis of youth ministry practice across the Church of Ireland.
- Establishment of a professionally endorsed youth ministry qualification.
- Training delivered to constituent groups across and within the Church: young people, clergy, youth workers and voluntary youth leaders around child protection.
- Resources that impact on youth work developed, shared and made accessible to above constituent groups.
- Increase in the number of relevant networks within, and around the Church that impact positively on youth ministry training.
- Increased numbers of youth ministers participating in training opportunities.
- Significant numbers of current youth ministers in off-line supervision and new employees aware of this opportunity.
- Successful completion of annual Ordinands training week at the Church of Ireland Theological College.
- Regular engagement with line managers of youth ministers, regarding their issues and concerns.

In pursuit of our vision to “see young people, and those who work with them equipped for a life of mission and service”, the Church of Ireland Youth Department provides a range of programmes and services. For more information on these initiatives please see www.ciyd.org



Connect describes CIYD’s annual training programme for youth leaders, clergy and youth ministers.



Youth programme at Summer Madness with a focus on reconciliation issues across the island of Ireland.



Anois (the Irish word for now), is an annual youth festival for young people aged between 13 years to 17 years from across the Republic of Ireland.



Annual youth leaders retreat residentials allowing time and space to “reflect” on youth ministry practice.



A monthly e-zine designed to disseminate events, ideas, and resources pertaining to work with the young. See www.ciyd.org for a link to sign up.



A three session course in partnership with other agencies, designed to better equip parents and carers around the issues of raising children and teenagers.



CIYD as a partner agency with Summer Madness, resources Ireland’s premier youth event with opportunities for leadership development and youth workshops.

Other services provided by CIYD:

Youth ministry consultancy:

The CIYD Staff offer a wide range of ministry experience to the wider Church on youth issues. Please contact us directly for more information!

Funding:

Through a range of networks and partnerships, CIYD can offer advice on how to generate funding for youth ministry. Again, please contact us directly.

Resources for your work with young people:

Over a number of years, the Youth Department has built up a strong working knowledge of resources that actually work with young people. These include “Fuel”, a Lectio Divina resource journal, “Labyrinth”, a guided prayer experience, and our website is packed with ideas to support your work.

