

# **A PASTORAL PLAN FOR CHILD & YOUTH MINISTRY** **IN THE DIOCESE OF ALGOMA**

*(Executive Committee approved March 2011)*

## ***CHILD & YOUTH MINISTRY (CYM) MISSION STATEMENT:***

"As a part of the body of Christ, our mission is to encourage youth participation in ministry in our diocese through educating, coordinating and spiritually changing our youth. Amen."

***DEFINITIONS:*** The Pastoral Plan defines as 'child' all persons between the ages of 0-12, and as 'youth' all persons who are between the ages of 13-24.

## ***GOALS FOR CYM:***

1. To provide opportunities for children and youth to discover, learn and advance basic fundamentals of faith and shape their identity in the light of Christian teachings.
2. To provide a forum where children and youth can deal with issues and participate in ministries affecting their lives and an environment to worship God freely, equally and fully.
3. To encourage understanding of our Anglican faith and family, and encourage participation by youth in all levels of the church.
4. To develop leadership skills in children, youth and adult leaders through training and application.
5. To make fun a component of all we do.

## ***VISION FOR CYM IN THE PARISH:***

- every parish has child and youth ministry that is appropriate to the parish's gifts, resources and surrounding community
- recognized as full members of the church family
- have ability to participate in all parish ministries
- more open interaction between the generations
- have input into worship and ministry
- opportunities for faith development and discipleship

## ***VISION FOR CYM IN THE DIOCESE:***

- Provide practical assistance for parishes to develop child and youth ministries
- Build strong Christian leadership
- Interaction of all ages in parishes and events
- Input of all ages into worship and ministry
- Identifying, celebrating and using our gifts
- Youth involvement in mission work
- Continue to have an annual Youth Synod

## ***WHAT NEEDS TO HAPPEN TO REALIZE OUR VISION:***

- Retreats and events for deaneries that are all-ages or child/youth specific
- Training and Resources for parishes
- Deanery Child & Youth Ministry Facilitator staff to give practical help and training to parishes
- Diocesan Youth Ministry Committee
- Youth Synod
- Training, activity and faith development resources

Representation for children/youth at all decision-making levels in the Diocese: parish, deanery, Executive Committee, Synod

## *ORGANIZATION AND FUNCTION OF CYM IN ALGOMA:*

### PARISH LEVEL

Each parish is encouraged to...

- develop a child and youth ministry that is appropriate to the parish's gifts, resources and surrounding community
- work co-operatively with its Deanery Child & Youth Ministry Facilitator to develop and enhance its ministry
- work co-operatively with its Deanery Youth Coordinator
- send at least one youth to Youth Synod annually\*

\*If this is not possible the parish is to ensure communication is maintained with the Deanery Youth Coordinator and is encouraged to appoint a parish representative to the Deanery Youth Unit.

### DEANERY LEVEL – YOUTH MINISTRY

Each deanery is encouraged to have a Deanery Youth Unit (DYU) comprised of:

- Deanery Youth Coordinator (DYC)
- Deanery Child & Youth Ministry Facilitator (DMF)
- Parish delegates to Youth Synod
- Three Youth Delegates to Diocesan Synod\*\*
- Deanery-resident members of the Diocesan Youth Ministry Committee (YMC)
- Parish youth representatives as appointed by parishes
- Other members are appointed by the Bishop

\*\*to be elected by the Deanery Council prior to each Synod, as outlined in the Constitution (Article 1e)

### Function of DYUs

- plan and coordinate deanery youth events
- send a youth representative to Deanery Council meetings
- provide a youth information network in the deanery
- advocate for full participation of youth in the life of the parish and deanery

The youth representative to the Diocesan Youth Ministry Committee (YMC) is elected from the Deanery Youth Units (DYUs) at Youth Synod (usually to a two year term.)

### Structure of DYUs

Each DYU is encouraged to adopt a structure appropriate to its size and ministry. Positions such as President, Treasurer, Secretary, etc. are useful in developing leadership skills and assisting the DYC in planning and executing events.

### *DEANERY YOUTH COORDINATOR:*

Appointed by the Bishop on recommendation of the Deanery Council and/or Officials, in consultation with the Deanery Child and Youth Ministry Facilitator and/or youth in the DYU. The person must be active in parish life. The person in this position continues to hold this office at the pleasure of the Bishop of Algoma. The position may be evaluated from time to time by the following parties when initiated by any two of them: The Deanery Officials, the Deanery Child and Youth Ministry Facilitator, and at least two members of the Deanery Youth Unit executive. Their evaluation and recommendation is to be forwarded to the Bishop.

### Function of Deanery Youth Coordinator

- act as agent of and be accountable to the Bishop
- be the main advisor to the DYU
- work cooperatively with the DMF
- attend meetings of the DYU as able
- actively encourage and support deanery events for youth
- ensure the election of deanery youth delegates to Diocesan Synod

- arrange transportation to Youth Synod
- attend YMC meetings and Youth Synod
- if unable to attend Youth Synod, arrange a suitable adult replacement

#### Vacancy in the Deanery Youth Coordinator

When the Deanery Youth Coordinator (DYC) office is vacant it is the hope that the Deanery Youth Unit will continue to function. This will require the co-operation of youth leaders, youth and Parish and Deanery Officials. It may be necessary to assist the DYU in forming a search committee for a new DYC, and nominating persons to the Bishop. Incumbents should be aware of the vacancy and be encouraged to submit to Deanery Officials such names as they feel may be interested in the office. If a person is appointed by the Bishop as interim DYC until a new DYC is appointed, then that person shall be subject to appropriate screening procedures.

#### DEANERY LEVEL – CHILD & YOUTH MINISTRY

The Diocese will employ a Deanery Child and Youth Ministry Facilitator (DMF) for each Deanery. The purpose of this ministry is to assist parishes in developing child and youth ministries that are appropriate to their gifts, resources and needs. The DMF provides an essential link between parishes and the DYU and therefore it is encouraged that the DMF and DYC work cooperatively to benefit youth ministry in the Deanery.

The DMF:

- Is an adult advisor to the DYU and attends meetings as able
- Works cooperatively with the DYC
- One DMF is appointed by the Bishop as a member of the YMC
- Attends Youth Synod or provides for a suitable adult replacement

#### Diocesan Level

##### *YOUTH MINISTRY COMMITTEE (YMC)*

Comprised of 17 members:

- One youth representative from each DYU (elected at Youth Synod to a two-year term)
- General Synod youth delegate (elected by youth delegates at Diocesan Synod)
- Provincial Synod youth delegate (elected by youth delegates at Diocesan Synod)
- Diocesan Executive Committee youth delegate (elected by youth delegates at Diocesan Synod)
- Diocesan Youth General Secretary (elected in accordance with this Pastoral Plan)
- Deanery Youth Coordinators (DYC)
- Two people and one DMF appointed by the Bishop

#### Function of YMC

- The main meeting of the YMC is in the spring of each year. This meeting serves as Youth Ministry training and resourcing session, with time set aside for business such as planning Youth Synod and setting the year's budget and ministry priorities for the year.  
*(This meeting may also function as the annual training session for the DMFs, who may wish to use the 'business' time to accomplish the 'children's ministry' component of their annual training and resourcing.)*
- The YMC meets briefly at Youth Synod
- Meetings of the YMC may occur by phone or online as needed.
- Plan and supervise Youth Synod
- Provide a youth ministry network across the Diocese
- Propose Pastoral Plan revisions to the Diocesan Executive
- Promote full inclusion of youth in the life of the church
- Explore and promote opportunities for faith/spiritual development for and by youth at Youth Synod and Deanery events.

## *BISHOP'S APPOINTEES TO YMC*

Two individuals appointed at the Bishop's discretion as staff support to our Child and Youth Ministry system. The following duties may be common to both members, or the Bishop may assign specific duties at the Bishop's discretion:

- As members of YMC, oversee the Diocesan youth ministry budget and provides staff support to YMC
- As members of YMC, plan and chair the meetings of YMC
- As members of YMC, oversee the Directorship of Youth Synod
- Work cooperatively with the Diocesan Congregational Development Officer to train and resource the DMF staff (particularly important if the annual meeting/training session of the YMC also serves as a training session for the DMFs)

These two individuals are accountable to the Bishop and these positions continue at the discretion of the Bishop.

## *DIOCESAN YOUTH GENERAL SECRETARY*

Elected by the members of Youth Synod from a slate of nominations developed by the Deanery Youth Coordinators, acting as a nominating committee. This is a two year term. This person is responsible for:

- coordinating the agenda and minutes of Youth Ministry Committee meetings
- gathering information (stories, photos, minutes, etc.) of youth ministry activities and meetings, to be placed on the Diocesan website or published in the Algoma Anglican.

## *YOUTH SYNOD*

What it is

- a four day gathering held during the Civic Holiday Weekend for 13-24 year old Anglican young people
- attended by at least one delegate from each parish in the Diocese, if possible\*\*\*
- planned to include an age appropriate balance of fellowship, worship and education and a variety of opportunities for faith development

\*\*\*Delegates to Youth Synod form a large part of the Deanery Youth Units. Responsibilities for parish delegates are outlined under the function of the Deanery Youth Units (DYU).

## Purpose of Youth Synod

1. To share concerns with each other and with the Diocese
2. A spiritual recharge for youth involved with leadership
3. To learn more about what it means to be an Anglican through worship, gathering as a group, and discussion
4. Build youth ministry in parishes and deaneries

## *GIRLS AUXILIARY (GA)*

A continuing component of youth ministry in Algoma, responsible for developing leadership, fellowship and spiritual growth among its members. The G.A. Motto: "Let us Walk in the Light". The G.A. Purpose: "Our purpose is to open the way for girls to understand and accept their vocation as Christian women."

## *CHALLENGE*

A Challenge weekend is a gathering of Christian teens and young adults who wish to learn more about their Christian faith and grow deeper in relationship with God. These weekends challenge teens and young adults to live their faith in everyday life.

## *SCREENING IN FAITH*

The Pastoral Plan recognizes that screening policies and procedures are "under construction" but quickly moving forward for implementation. For example, formal screening measures were successfully in place for Youth Synod 2001.

While it is impossible to completely eliminate risk, it is urgent that every effort be made to ensure that church activities and events are safe both for youth and for adult volunteers. Church should be "safe space" for everyone – perhaps especially children and youth.

Most youth ministry activities can be classified as "high-risk" according to the Screening In Faith initiative. Therefore, the Pastoral Plan strongly urges all volunteers who work with youth (whether at the parish, deanery, or diocesan levels) to participate in Volunteer Canada's 10 step screening process. Please refer to the "Screening in Faith" resource, recommended for use in the Diocese of Algoma, to determine appropriate screening measures for various positions and ministry situations.

As a first step, specific to the leadership positions referred to in the Pastoral Plan, the following high-risk positions will require completed police checks (to be kept on file at the Synod Office):

- Diocesan Youth Consultant
- Deanery Youth Coordinators and Adult Assistants
- Adult appointees to the Youth Ministry Committee
- Adult cabin leaders at Youth Synod