

CYDO Transition Consultation

In a couple of years' time, Nicola Grieves will be retiring as our Children's and Youth Development Officer (CYDO). The following is intended to outline areas of discussion and consultation in preparation for that transition in the life of our Synod.

Currently our CYDO is a fulltime role, with 20% offered to the wider URC, and working to the current job description (see below).

There are two main areas for initial discussion: the remit of the role and how we resource it.

Remit

The current job description has had an initial review, has been shared with the Mission and Discipleship Committee and Synod Trustees for discussion, and the denominational Head of Children's and Youth Work, Sam Richards, for comment.

Resourcing

The simplest way forward would be to seek a like for like replacement, but we also have the option to extend, divide or disperse the role:

- employ one person fulltime.
- divide the role into a Youth specialist and a Children's specialist at part or fulltime each.
- disperse the role to existing and additional children's & youth workers around the Synod by funding additional hours.

Each has advantages and disadvantages; differ in their complexity and creativity and the management structure they would require.

Consultation

In parallel with the Synod and denominational discussions we are inviting feedback from local churches, particularly individuals involved in youth and children's work.

If you have any questions, comments or suggestions please submit them using the online form. If you are unable to access the forms, please contact the Synod office.

Please respond by Wednesday 1st May. <https://forms.office.com/e/nuvTGEgvKF>

THE UNITED REFORMED CHURCH
EASTERN SYNOD

CHILDREN'S AND YOUTH DEVELOPMENT OFFICER (CYDO)

JOB DESCRIPTION

This post requires a Christian who is willing to share their own personal faith and encourage others in that faith. Regulation 7 (3) of the Employment Equality (Religion or Belief) Regulations 2003 applies to this post.

JOB TITLE: Children's and Youth Development Officer
RESPONSIBLE TO: Appointed Line Manager on behalf of the Synod

JOB SUMMARY/PURPOSE:

Through their work with local churches, the CYDO will help children and young people to play their part in God's mission by encouraging them on their journey of faith and sharing the Christian story with enthusiasm. The CYDO will help churches develop Children and Young People and intergenerational focussed programmes, identify their needs and work with them to create a strategy that is relevant to each local church.

80% of the working time will be within the Synod and 20% assigned to wider work within the United Reformed Church as agreed with the CYDO Line Manager by the Assembly Children's & Youth Work Committee.

Vision

The Synod vision is that children and young people will be encouraged to play a part in God's mission through developing their own faith and spirituality.

Main responsibilities and duties are:

- to work with local churches, helping them to establish and develop new programmes that are relevant to the needs of the church and local community and of children and young people (hereafter C&YP) (e.g. activities not necessarily on Sundays);
- enabling an annual retreat for local church children's & youth workers;
- guidance and oversight of the employment of local church children's & youth workers;
- to provide and disseminate information and resources to those who work with C&YP;
- to encourage local church engagement with environmental theology, concerns and the Eco Church process;
- to deliver or source training for those working with C&YP including, but not limited to, Ministers of Word and Sacraments, Church Related Community Workers and Elders;
- to work in collaboration with other members of the Synod Training Team;
- to attend and participate in the Synod Mission & Discipleship Committee and the Faith In Action Forum;
- to maintain appropriate records of C&YP groups and of those engaged in working with C&YP across the Synod;
- to support and work with the Children's & Youth Work Advocate, the URC Youth representatives, paid and volunteer local church children's & youth workers and any others who may hold relevant posts;
- to actively encourage and support local churches to become part of the Children and Youth Friendly Church Award scheme;

- to encourage the training and support of C&YP in their personal development and to help them participate in the structures of the church;
- to encourage ecumenical working where appropriate; - to share in wider United Reformed Church C&YP networks, and contribute to the formation of understanding and policy for C&YP work.
- to engage in appropriate work for the wider United Reformed Church in cooperation with the Head of Children's & Youth Work Development and the Children's & Youth Work Programme Officer.
- regular supervision from the Children's & Youth Work Advocate or other suitable person;
- a Full driving licence and willingness to travel extensively throughout the Synod.

This list is an indication of the main tasks to be performed. It is not an exhaustive list of duties and responsibilities and may be subject to amendments to take account of changing circumstances.

Staff Development

The Synod will provide appropriate support for the CYDO to seek opportunities for personal and professional development.

Health and Safety at Work

The CYDO is required to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work and to cooperate in adhering to statutory safety regulations.

Equal Opportunities

Whilst for this post we are seeking a Christian, the Eastern Synod of the United Reformed Church will behave as an equal opportunities organisation and not discriminate on the grounds of gender, gender reassignment, sexual orientation, disability, colour, ethnic or national origin, marital status or age.

Exception Regulation 7 (3) of the Employment Equality (Religion or Belief) Regulations 2003 applies to this post.

05.03.24