

# Paper B1

## Update November 2019

### Children's and youth work committee

#### Basic information

<b>Contact name and email address</b>	The Revd Jenny Mills (Convenor) <a href="mailto:revdjmill@btinternet.com">revdjmill@btinternet.com</a> Dr Sam Richards <a href="mailto:sam.richards@urc.org.uk">sam.richards@urc.org.uk</a>
<b>Action required</b>	
<b>Draft resolution(s)</b>	<b>Mission Council approves the revised remit for a Pilots subcommittee (replacing the previous constitution) to come into effect from January 2020.</b>

#### Summary of content

<b>Subject and aim(s)</b>	To update Mission Council on the progress of the children's and youth work committee strategy in year one and propose a revised constitution for Pilots.
<b>Main points</b>	A research project to develop discipleship within Messy Churches is to be undertaken. The committee continues to pursue the five year strategy. Pilots is to restructure its committees. URC Youth Assembly requires contingency funding to prevent safeguarding issues.
<b>Previous relevant documents</b>	November 2018 Mission Council: B1 – Children's and youth work committee – Executive summary of CYWC review report B2 – Children's and youth work committee – Children's and youth work review report 2018 B3 – Children's and youth work committee – CYWC outline strategy May 2019 Mission Council: B1 – Children's and youth work committee – Update May 2019
<b>Consultation has taken place with...</b>	Pilots management committee Chief Finance Officer URC Youth Executive Lucy Moore (Messy Church), Claire Dalpra (Church Army Research) and BRF URC Fresh Expressions enabling group CYDO+ team.

Summary of impact

<p><b>Financial</b></p>	<p>Additional funding is required for the Messy Church discipleship research. The Pilots budget will be incorporated into the wider children’s and youth work budget. Additional provision to underwrite Youth Assembly may be required to enable sole use of the venue.</p>
<p><b>External (e.g. ecumenical)</b></p>	<p>Closer working relationships with Messy Church.</p>

## Update on strategy and implementation of resolutions from Mission Council November 2018

**Resolution one (from November 2018). Children’s and youth work committee: review report.**

**Mission Council welcomes the 2018 review of children’s and youth work in the URC and reaffirms its longstanding commitment to enabling and resourcing children and young people to play their part in the mission of God and its desire for this to be integral to the whole life of the United Reformed Church.**

- 1.1 The 2018 review of children’s and youth work in the URC discovered that over 20% of our churches are running a Messy Church. In January 2019 a Church Army Report ‘Playfully Serious – how Messy Churches create new space for faith’, based on research conducted for the Church Commissioners concluded: Messy Church is reaching people who didn’t previously attend church, growing disciples and modelling new patterns of leadership, and is doing so across a wide range of economic and social contexts. One of their key findings was that ‘Messy Churches can find creating a culture of discipleship demanding’; and a key recommendation was that ‘being intentional about discipleship is important’. This resonated with the Walking the Way focus for the URC and identified a strategic area of children’s and youth work practice across the denomination.
- 1.2 Dr Sam Richards has been working with Lucy Moore, founder of Messy Church, to develop a piece of research within the URC to respond directly to these issues. A two year research project to discover ‘how can we enable local churches to enhance Messy Church practice for discipleship development?’ has been developed. This will involve the CYDO+ team supporting local churches through appreciative inquiry and action research to develop, capture and disseminate innovation and effective practice. Over the coming 18 months the team will accompany local Messy Church teams to become more intentional about discipleship and develop their practice in ways that reflect the strengths, resources, children and families, and context in which they work. Findings will be shared with the URC, Messy Church community and wider church.

- 1.3 The Church of England has just made a grant of £100,000 for the parallel piece of research being undertaken in three dioceses (see [www.churchofengland.org/more/media-centre/news/grant-awarded-research-messy-churches](http://www.churchofengland.org/more/media-centre/news/grant-awarded-research-messy-churches)). This research has been developed in response to the URC proposal to Lucy Moore and BRF for our research (as she was keen to widen the impact of the action research approach we are taking).

Funding for this was sought from the Legacy Fund, however the finance committee was of the view that this should be funded from the URC general budget. £36,000 is requested over two years to cover the costs of Lucy Moore's time, gatherings for the Messy Church teams, publishing findings with a launch event, plus additional team costs incurred conducting the research.

## **Resolution two – Children's and youth work committee: future strategy**

**Mission Council directs the children's and youth work committee to strengthen and support local congregations in their engagement with children and young people through the implementation of the proposed strategy.**

URC – aim: thriving local congregations with inclusive, intercultural and intergenerational ethos which are growing those inside and reaching those outside

Purpose for CYWC: **children and young people playing their part in the mission of God**

***Missional discipleship with children and young people that encompasses experiencing, exploring and expressing the Way of Jesus in, through and beyond the church.***

- 2.1 Strategy – work to support and strengthen local congregations in five key areas since May 2019:

- Faith – sharing spiritual resources: The Gift booklet; FOFA trial groups
- Community – sharing relational resources: The Gift and Where are the Children booklets
- Identity – sharing stories, events, connections: The Big Speak Out weekend for 11-18s; Greenbelt Youth Ambassadors; Good news and young people's reports on opportunities
- Engagement – sharing in the life of the local context: Where are the Children? booklet
- Growth – sharing new, creative, risky change (to develop potential): Leaders' Gathering; Messy Church Research project

- 2.2 Five year strategy key tasks progress since May 2019:

2.2.1 Re-unite all the parts of children's and youth work: see 4. below and the resolution concerning Pilots

2.2.2 Initiate deliberate culture change - non-competitive intergenerational whole life missional discipleship throughout whole church: work with Stepwise; EM1 summer school on intergenerational kingdom; 'The Gift' booklet

2.2.3 Focus on churches with 'no' children and young people (year one 2019): targeted mailings; visits to churches; 'Where are the children?' and 'The Gift' booklets; prayer partner churches for new FOFA groups

- 2.2.4 Focus on under 5s, then 5-11s, then 11-18s, then 18+ (years two to five, 2020-2024): planning for future
- 2.2.5 Reshape CYDO programme – all synods and Church House as learning community and team: CYDO+ team meetings open to all synods; training opportunities for team and training digest; Messy Church research project includes skill development for team
- 2.2.6 Reshape Pilots – including project with Messy Church – Friends on Faith Adventures trial before launch in 2020; Messy Church research project
- 2.2.7 Develop accessible go-to resource bank with links to URC people: awaiting potential development of URC website
- 2.2.8 Develop communication – reinvest in face2face: visits to churches and synods; bi-monthly e-newsletter; social media
- 2.2.9 Celebrate!! Development of the revised Lundie Medal to celebrate children and young people playing their part in the mission of God, to be launched January 2020.

## **Resolution three – Children’s and youth work committee: reshaping the ‘CYDO Programme’**

**Mission Council encourages all synods to play an active part in developing, delivering and benefitting from Assembly-level resources, programmes and events in conjunction with the children’s and youth work committee through a reimagined CYDO+ Programme.**

- 3.1 Children’s and youth work committee express their appreciation of the positive developments and inclusive approach within the CYDO+ team and the way it is working together in developing and delivering Assembly-level resources, programmes and events. The team is proactively identifying and undertaking a variety of pieces of work, including redesigning the Child Friendly Church Award. Conversations continue with those synods without CYDOs to enable them to find their place within the new approach.
- 3.2 The Messy Church research is a URC-wide project which will enable all synods who wish to be involved to benefit local churches, along with professional development opportunities for the CYDO+s. The requested funding should enable all synods to participate by enabling additional expenses to be covered centrally where necessary.

## **Resolution four – Children’s and youth work committee: future of Pilots**

**Mission Council authorises children’s and youth work committee, with Pilots management committee, to develop a fresh expression of Pilots as part of the ‘mixed economy’ of United Reformed Church children’s and youth work.**

- 4.1 Pilots Management Committee (PMC) has reviewed its constitution, last updated in 2002 (see appendix B). There have been important changes since 2002 which render the old constitution out of date. The Congregational Federation ceased to co-sponsor Pilots in 2013. The Pilots Publication Board has already been incorporated into the PMC. The proposed new constitution (appendix A) reflects the following changes:

- (i) A change of name from Pilots management committee to Pilots subcommittee to clarify the relationship to children's and youth work committee as an integrated part of wider provision within the URC, in line with the five year strategy.
  - (ii) Updated as the committee has changed its name to children's and youth work committee (CYWC).
  - (iii) The revised ethos/mission statement approved by PMC.
  - (iv) A change of name for the role from Pilots Convenor to Pilots subcommittee Convenor to parallel the change in name for the committee.
  - (v) The previous role of URC representative (appointed by nominations committee) will cease to exist and be replaced by a CYWC representative. The current URC representative will take this role until the end of their term.
  - (vi) The makeup of the committee altered to reflect the change in relationship to children's and youth work committee, wider changes in the URC, and the work of the committee in the service and development of Pilots.
  - (vii) The role of Resources Member replaces the previous Pilots Publication Board (a subcommittee of the old Pilots management committee whose function has now been merged with the Pilots subcommittee).
  - (viii) The role of Treasurer no longer exists as Pilots budget will be merged with CYWC.
  - (ix) Church House roles are not named, as the previous roles have ceased to exist (Pilots Development Officer), to allow for possible future changes.
- 4.2 This revised constitution needs to be approved by Mission Council. If it is approved, then the Pilots budget will be incorporated into the wider children's and youth work budget, with designated funds remaining allocated to the work of Pilots.
- 4.3 Friends On Faith Adventures or FOFA, the new children's work programme, is being trialled currently in a number of churches. Registration is open for new groups who will be able to start running from January 2020. The aim is to have 140 new groups in two years (10% of URC). Alongside this, existing Pilots Companies will continue to be resourced and supported, and with the option to use the new material. FOFA is designed to work as either a stand alone programme or to complement other provision such as Messy Church, on a monthly, fortnightly or weekly basis.

## **Youth Executive and Youth Assembly 2020 plans**

- 5.1 In response to resolution two from 2019 Youth Assembly, challenging "... all URC local congregations to affirm their commitment to young people as present and future members of the church by creating a space within their respective structures for representation by children and young people with appropriate support", a resource created by Youth Executive was sent to all churches in June, encouraging them to consider the representation of children and young people in their structures and meetings.
- 5.2 In response to resolution four from the 2019 Youth Assembly "Youth Executive to request that General Assembly explores ways to assist churches in facilitating wifi access throughout their buildings, including with the legal challenges and obligations. This facilitation could take the form of synod level training, online guidance forms or similar at the discretion of General Assembly", Youth Executive

have been working with URC Comms to produce guidance for local churches.

- 5.3 Plans for Youth Assembly 2020 – common ground: where is it? 24-26 January at Whitemoor Lakes, Staffordshire in are now well-developed. Following the trial last year, there will be a Taster Day on the Saturday for Year7/S1's up to age 16, and a creche to enable URC Youth members with children under 5 to attend. Last year, for the first time, another group booked part of the venue for some of the weekend, as we were not able to afford the cost of booking sole use. Having evaluated the impact of this on the event, and the safeguarding implications that arise, Youth Executive and children's and youth work committee have asked that provision be made in the budget to underwrite (if necessary) the full cost for sole use of the venue. Alternative venues are either not available for the dates required, or they offer less at greater cost. Finance committee has agreed to add this to the budget as a contingency (only to be used if required to ensure the venue is not shared). A contingency sum is estimated in the order of £8,000. But if we can attract more young people to the event then we shall not need to draw on this whole sum. All synods are asked to do all they can to encourage more young people to attend Youth Assembly.

## Appendix A: Proposed new remit for Pilots subcommittee

1. Pilots is an organisation of the United Reformed Church for children and young people from five years of age under the general oversight of the children's and youth work committee
2. Pilots believe that children and young people matter. Pilots offers local churches a way of sharing the love of God in the ongoing life of Jesus Christ by inviting them on an exciting journey together. [Pilots Ethos/Mission Statement 2019]
3. The aims of the Pilots organisation are:
  - to enable children, young people and those working with them to grow physically, mentally and spiritually through a programme of discovery, play, activities and projects
  - to help children and young people to be part of the church locally, nationally and internationally
  - to encourage self-respect and personal development
  - to support children and young people in the development of their own, unique worldviews, promoting peace, justice, mercy, love and all that Christian Faith involves
  - to encourage children and young people towards commitment to the Christian Faith
  - to nurture loving concern for other people and the whole world.
4. Pilots Subcommittee Convenor (iv) is appointed by General Assembly and is responsible for leading the Pilots subcommittee to manage the organisation,

ensuring it meets its aims and objectives, and prepares and decides on publications such as required. The officers and members of the Pilots subcommittee, apart from the Convenor, will be appointed through the children's and youth work committee.

5. The Pilots subcommittee will comprise of the following members:
  - Pilots subcommittee Convenor appointed by General Assembly for a period of four years
  - Resources Member – responsible for Pilots publication and linking with Church House staff to create all Pilots materials (two year term of office renewable for further two years)
  - Children and youth work committee member (two year term of office)
  - Regional Pilots Officers x 2 (two year term of office renewable for further two years)
  - Children and Youth Development Officer and Team Representative (two year term of office)
  - Pilots Representative (two year term of Office) (under 26)
  - Pilots Company Representatives/FOFA Group Representatives two to four members (two year term of office renewable for further two years)
6. The subcommittee may co-opt other members to join the committee for specific pieces of work or to bring additional skills and experiences up to a maximum of three members(viii).
7. Other members of the subcommittee will be the URC Church House staff working with Pilots.
8. Pilots subcommittee convenor will report to and bring concerns from the pilots subcommittee to the children and youth work committee and vice-versa.
9. Pilots companies are formed and established within local churches, affiliated to the Pilots organisation through the Pilots desk at URC Church House. They are entitled to receive support, resources and training, and uphold the rules and standards of Pilots. Each synod has facility for appointing a Regional Pilots Officer (RPO) whose responsibilities will be to support and link with each Pilots company in that synod.
10. Pilots is launching Friends On Faith Adventures (FOFA) in 2020, a new children's work programme for 5s-11s+. FOFA groups will be affiliated to Pilots through the Pilots desk, and supported by RPOS and synod lead workers (CYDO+ Team).

*Margaret Smith Convenor of Pilots management committee  
16 September 2019*

# Appendix B: Pilots constitution 2002

**Preamble** (based on “Gales of Change”) edited by Bernard Thorogood)

During the Second World War a working relationship of the Congregational Union of England and Wales (CUEW) children’s section under the Revd. Bert Hamilton, and the London Missionary Society (LMS) under the Revd Joyce Rutherford and her assistant Frances Speakman developed. They launched a “joint children’s” project for boys and girls from ages six to twelve, based on the imagery of the “John Williams” ships. It was non-uniformed and was called “Pilots”. The members, the pilots, trained to become ordinary seamen, able seamen, and midshipmen. They trained for various proficiency badges which they pasted into their “logbooks”. They went on voyages of discovery through studying specially written books of stories. In the winter months they concentrated on overseas mission stories, not restricted to the Pacific but covering all areas of mission activity of all the major British missionary societies. It was truly ecumenical. In the summer the voyages were in the “home waters” and dealt with mission in Britain, Australia and New Zealand. The Pilots committee was appointed by the CUEW and the LMS and reported to both bodies. There was similar co-operation between the LMS and the Congregational unions in Australia and New Zealand. The nominal head was “the master pilot”, the General Secretary of the LMS, first Dr Chirgwin then Maxwell Janes. The “secretary” was known as the “cabin boy”. Frances Speakman served in the first period. She was followed by Dorothy Biggs. They and their committees laid solid foundations and Pilots was subsequently recognised as a pioneer in the movement towards the integration of church and mission.

With the formation of The United Reformed Church (URC) in 1972, ownership of Pilots was formally transferred to the new denomination. The Congregational Federation has remained a sponsor of Pilots since that time

Over the intervening years, Pilots has retained its identity, whilst developing and growing under the leadership of a succession of Master Pilots (which evolved into the position of Pilots Development Officer). Pilots is currently divided into four age bands:

- Deckhands (aged 5 to 6)
- Adventurers (aged 7 to 10)
- Voyagers (aged 11 to 14)
- Navigators (aged 15 to 17)

## Constitution

**The Pilots management committee mission statement of 1999 states: “Pilots believes that children and young people matter. Therefore, Pilots gives local churches the chance to share the love of God in the ongoing life of Jesus Christ by inviting children and young people on an exciting journey”**

1. Pilots is an organisation for children and young people that enables them to share in the mission of the Church of Jesus Christ by:
  - giving them the opportunity to respond to God
  - helping their self discovery in a secure, fun setting



- learning about the Church world-wide
  - responding to the needs of others and working for a fairer world
  - respecting the earth
2. Pilots is an organisation of the United Reformed Church and is ultimately under the authority of the General Assembly, but this is expressed by the general oversight of the children's and youth work committee and the management oversight of the Pilots management committee.
  3. Pilots companies can be formed in local churches but they must be affiliated to the Pilots organisation and observe its rules and standards. In turn they are entitled to receive support, resources and training.
  4. Pilots companies can also be formed in local churches of other denominations, subject to the same conditions as in (3). Partner denominations having more than 10 companies may apply to be sponsors of the Pilots organization. Sponsorship allows places on the Pilots management committee (one per sponsor with fewer than twenty companies, two for sponsors with more) and involves a contribution to the main budget of the Pilots organization.
  5. Sponsors contributions to the main budget will be approximately in the proportion of their number of companies to the total number of Pilots companies in any year. The exact amount will be negotiated by the children's and youth work committee, through the officers of the Pilots management committee, with each sponsor.
  6. The officers and members of the Pilots management committee will be appointed by the children's and youth work committee and its size may be varied from time to time. The committee will determine length of service, bearing in mind the normal URC term of four years. Those others entitled to nominate members appoint them and determine periods of service at their own discretion. Where possible the views of the serving Pilots management committee should be sought before appointments are made
  7. The membership of the PMC is: Convenor, Secretary, Treasurer, the Pilots representative to FURY Council, two members, two regional Pilots Officers (appointed by the Regional Pilots Officers themselves), two representatives of the Congregational Federation (as sponsor). Others may be invited by the Pilots management committee to attend as specialist advisers: such advisers may come from any participating denomination. The Pilots Development Officer will serve as Secretary to the PMC. A Minutes Secretary, who will be in attendance but not a member of the PMC may be appointed.
  8. The convenor or her/his representative will report to and bring concerns from the children's and youth work committee. The representatives of the sponsors will do the same in relation to own church's relevant committee.
  9. Pilots is structured through a regional organization, roughly corresponding with the two National Synods in Scotland and Wales and eleven provincial synods in England of the United Reformed Church.

*John Waller, Deputy General Secretary, United Reformed Church in consultation with Pilots management committee – revised: 2002*