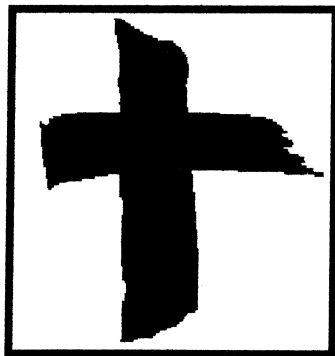


Fit for Mission?



'Then Jesus called the twelve together and gave them power and authority ...and He sent them out to proclaim the kingdom of God and to heal.' (Luke 9: 1-2)

A Review of the Lancaster Diocesan Youth Service: *Outreach & Residential*

Terms of Reference

The Diocesan Youth Service

'Fit for Mission?' – aiming to strengthen our Sacramental & Mission Life

1.0 The overall aim of the *'Fit for Mission'* exercise is to strengthen the sacramental and mission dimensions of each and every aspect of diocesan life. In the light of this far-reaching Diocesan-wide exercise of prayer, consultation and planning, the Bishop is now seeking to ensure that the strength and quality of its *Youth Service* is secured and significantly developed as he recognizes the serious challenges posed by contemporary society and youth culture in 2008 so often mitigating against the proclamation of the Gospel. The Bishop asks in this review: *'How best to resource and encourage young people to grow in their Christian faith, seeing themselves as an essential part of the family of the Church?'* (*Youth Ministry in the Diocese of Lancaster p2*)

Historical Context

2.0 The Church's Mission to and with young people has always been a key mission priority for the Diocese of Lancaster. The Church's work with young people in the Diocese of Lancaster is one where the Diocese has rightly invested human resources and training in the name of its *Diocesan Youth Service* – serving the many and varied needs of the young people in its pastoral care. This has traditionally taken place through its easy access *via* Catholics schools and those young people having some regular contact with the Church in their local parishes. It is now recognised, however, that this historic model of working with young people has changed significantly i.e. – militant secularism, materialism, freedom of choice and self-determination, moral relativism and the development of the 'global village' through increased use of technology.

2.1 The Diocese is fully committed to providing an integral and dynamic *Youth Service* that meets the vital *human, spiritual, intellectual and physical* needs of young people and assists them in sharing in a living encounter with Christ in their journey through life. The Diocese acknowledges that the shape, style, and strategy of our ministry with young people by the *Lancaster Diocesan Youth Service* must always adapt to new and changing situations if we are to be as the Church, 'Fit for Mission'.

'Fit for Mission?'

3.0 As was recognized by the Bishop in *'Fit for Mission?' – A Guide*, the *Diocesan Youth Service* is recognized to have a distinct place and charism within the Diocese. It has been acclaimed and regarded with respect and affection by young people, parents, clergy, school staff and governors, former members of staff of the *Service* over the years. It is the express wish of the Bishop that both the *outreach and residential* dimension of *Service* be reviewed so that the Diocese can take stock and plan for its the future.

Fit for Mission – Youth: Terms of Reference

4.0 The Bishop's aims of the Diocesan Youth Service in the Diocese are as follows:

- 1. To help the young people of our schools, colleges and parishes grow in a personal relationship with Jesus Christ as his disciples in the Church.**
- 2. To enable the full participation of young people in the life and mission of the local Church.**
- 3. To encourage and nurture the growth of the whole person in the light of Christ, with prayer and spirituality as the basis for all human development.**
- 4. The provision of attractive and safe environments in order to develop successful interpersonal relationships which will provide our young people with clear and engaging examples of discipleship, service, ministry and leadership.**

5.0 Objectives of the Review of the *Diocesan Youth Service – Outreach and Residential*

As part of the overall 'Fit for Mission' Review this review is commissioned by the Bishop and agreed with the Youth Service Management Group. In order to evaluate and assess the delivery of this, the Working Group will require the following:

- **All members of staff to be available for conversations and dialogue**
- **Information about resources bases and all programmes**
- **Observation of all staff/team members in action**
- **Feedback from service-users/ stakeholders including observations and opinions**
- **Information re: Staff/team members recruitment and selection protocols, staff/team members formation**
- **Information re: Management Structure: including lines of accountability and Performance Management Structure**
- **Information re: Time given for all staff/team members for prayer and the sacraments**
- **Evidence of Spiritual leadership**
- **Staff/team members experience of Work/Life balance**
- **Information collected via Staff/team members Questionnaire**
- **Information collected via Questionnaire to all Diocesan Secondary Heads, Heads of RE and Chaplaincy workers within the Diocese.**
- **Budgetary responsibilities and fiscal control procedures**