

Turn the Tide



Encouraging the employment of Children's and Youth Workers:

Offering up to £10,000 per year for 3 years (up to 50% of total costs).

Giving priority to first-time applications.

Providing advice and support from the Synod Children's & Youth Development Officer (CYDO) in setting up the post and recruiting a worker.

Step-by-step guide to applying for Turn the Tide funding:

- Contact the Synod Children's and Youth Development Officer (CYDO) to help you consider your church's aims and strategy for work among children and young people.
- If appropriate, consider the option of an employed worker and how this would help achieve the aims.
- Explore the opportunities for partnership in children's and youth work with other churches and organisations in the locality.
- Consult with the CYDO and Synod Area to identify URC initiatives your worker could be involved in to fulfil the Turn the Tide wider work commitment.
- Create a job pack including background, aims, objectives, job description, person specification, management & support, & budget.
- Apply in writing to the 'Turn the Tide' group via the CYDO, ensuring that you clearly show how each of the criteria is met. This group usually meets in March, July, and November and applications should be made one month prior to the meeting.
- Successful projects can claim their grant annually for a period of 3 years, subject to a satisfactory annual report.
- After the first 3 year period, repeat applications may be made in order to secure further funding, though priority will be given to first-time applications. Additional guidance for reapplications is available from the CYDO and the Synod website.

Contact details for the Synod CYDO can be found in the Southern Synod Directory or on www.urcsouthern.org.uk.



United Reformed Church
Southern Synod



The employment of children's or youth workers in local situations has a big impact on the ability of churches to achieve the Turn The Tide vision.

The Southern Synod's Youth and Children's work Strategy

We declare....

That all people, of whatever age and stage of faith, are of equal value in the sight of God and are all loved by God.

We recognise....

That the prime responsibility for the church's work with children and young people lies with the local church in community (in line with General Assembly 2002 resolution 41a)

We support....

Advocate and resource ministry with young people and children through the local church.

The Turn the Tide scheme also seeks to spread the benefit of each employed children/youth worker to other churches within the Synod through the wider work commitment.

The vision of Turn the Tide is that:

- Children and young people can discover and explore the implications of their journey of faith within a Christian context.
- Churches are encouraged to engage with young people and children in their localities, including those with faith, little faith or no faith at all.
- Opportunities are offered so that young people and children can explore the world they live in and develop socially, emotionally, physically and spiritually.
- Work with children and young people is undertaken in a safe and responsible manner.
- The contributions of children and young people to the world, the church and God's kingdom are valued and encouraged.

What to include in your Turn the Tide application:

BACKGROUND

1. Describe the reasons for setting up this post, showing how it fits into the development of the mission and ministry of the local church.
2. Describe what consideration has been given to working together with other local United Reformed Churches (URC's).
3. Describe what local ecumenical consultation has taken place and explain the outcome, showing how the post will compliment other local children's and youth work initiatives.

AIMS AND OBJECTIVES

4. State clearly the aims of the post, ensuring that they fall within the scope of the 'Turn the Tide' vision statements (as described in this leaflet).
5. Explain how the aims of the post will be achieved, highlighting the use of innovative approaches to working with children and young people.
6. Describe how the effectiveness of the work will be evaluated; and explain what indicators you will be looking for in the evaluation.

DETAILS OF THE POST

7. Include a job description and person specification for the post (see www.amaze.org.uk for guidance). This must include a commitment to wider work with other local URC or Synod children's and youth work initiatives, which is a condition of the grant. (Up to 15% of working hours).
8. Clearly describe the management structure for this post, and how the local church will offer pastoral support to the post holder outside of this management structure.
9. Set out a projected budget for the first 3 years of the post, giving a break down of anticipated costs and sources of income. State clearly the amount you are seeking from Turn the Tide, and attach the latest church accounts.

SUPPORT AND ADVICE

10. The post must be approved by church meeting, with at least 75% voting in favour. Attach the relevant minute of the church meeting.
11. The Synod Area or United Area must consider the relevance and implications of the application for other URC's within the Area. Attach the relevant minute, and include a response to any comments from Synod Area.
12. Describe the consultation which has taken place between the church and the Synod CYDO in the setting up of this post.