



**Diocese  
in Europe**





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in Europe**

**Why should children and youth work  
be a priority for the Diocese?**





# Reason 1

**The Archbishops' Council  
says so!**

## A Younger Church

To **double the number of children and young active disciples** in the Church of England by 2030

## A More Diverse Church

To fully represent the communities we serve **in age and diversity**

## Revitalise Parishes

A parish system revitalised for mission so churches can reach and serve **everyone** in their community

**New Christian Communities**  
Creating 10,000 new Christian communities across the 4 areas of **home, work / education, social and digital**

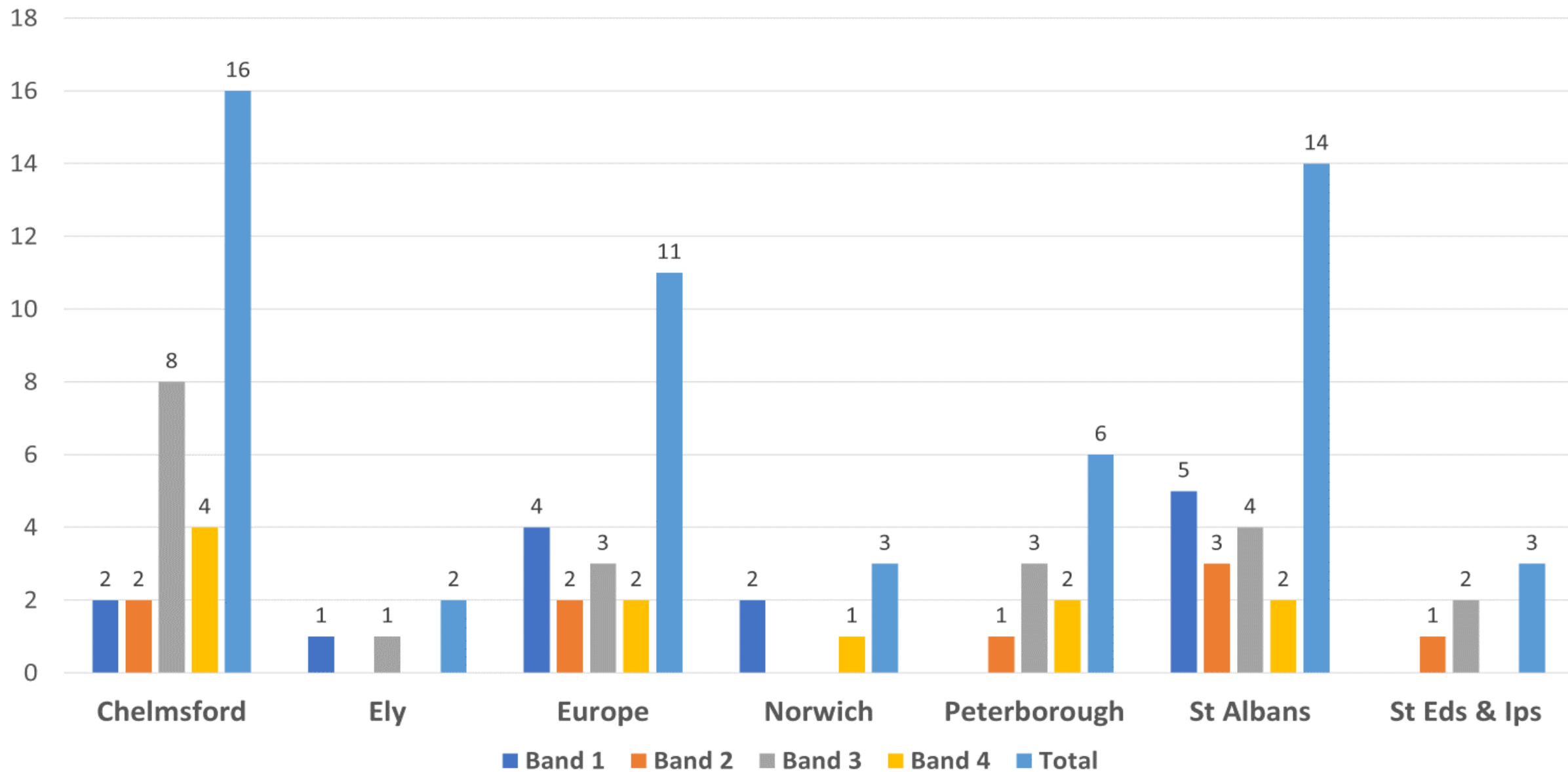




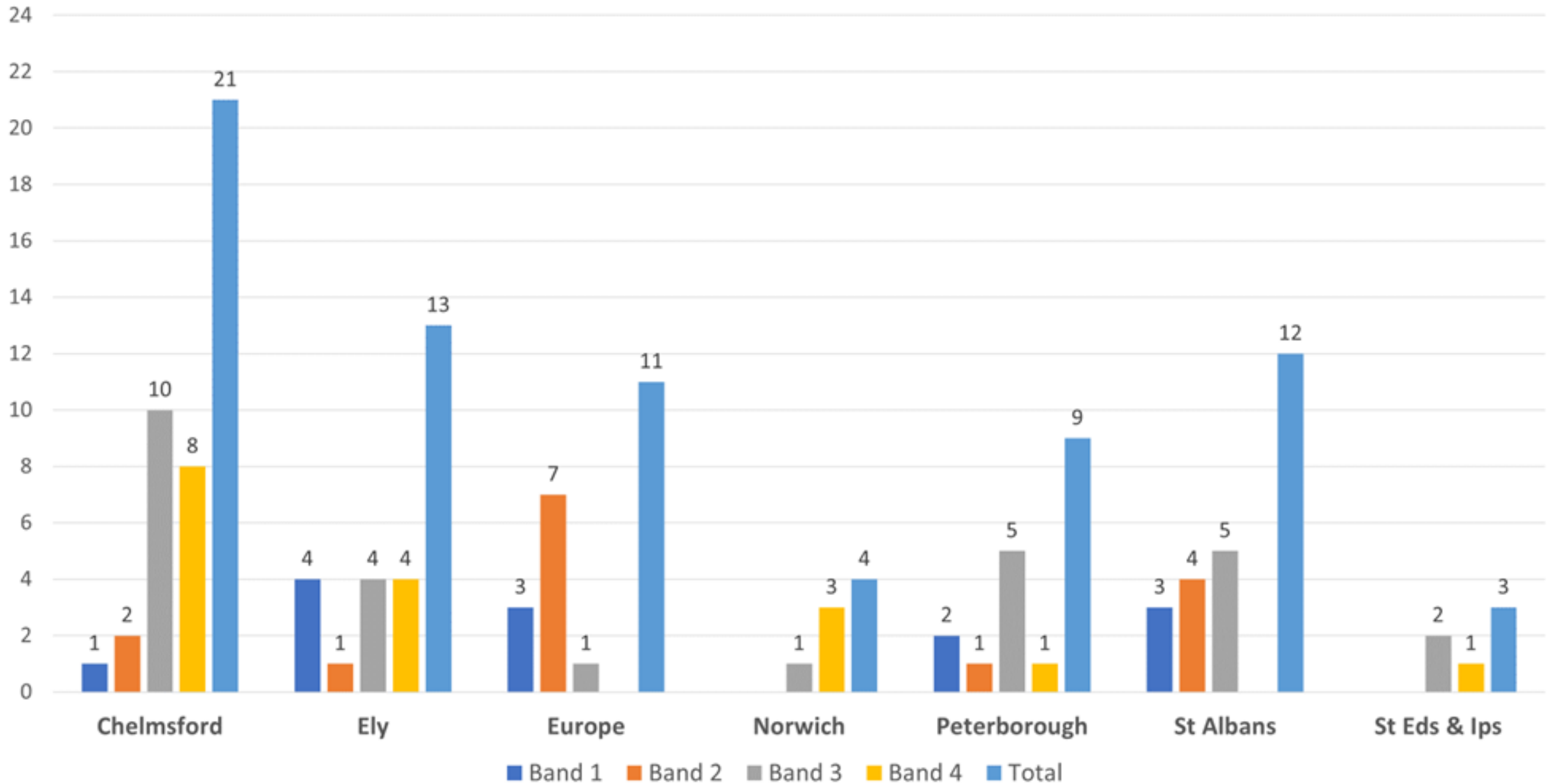
## Reason 2

**In the next 15 years, where are  
our chaplains going to come  
from?**

## Eastern Region Recommended Candidates 2021/2022



## Eastern Region Recommended Candidates 2022/2023



# CHILDREN & YOUTH MINISTRY NETWORK (CYMN)



or

## DECAY?

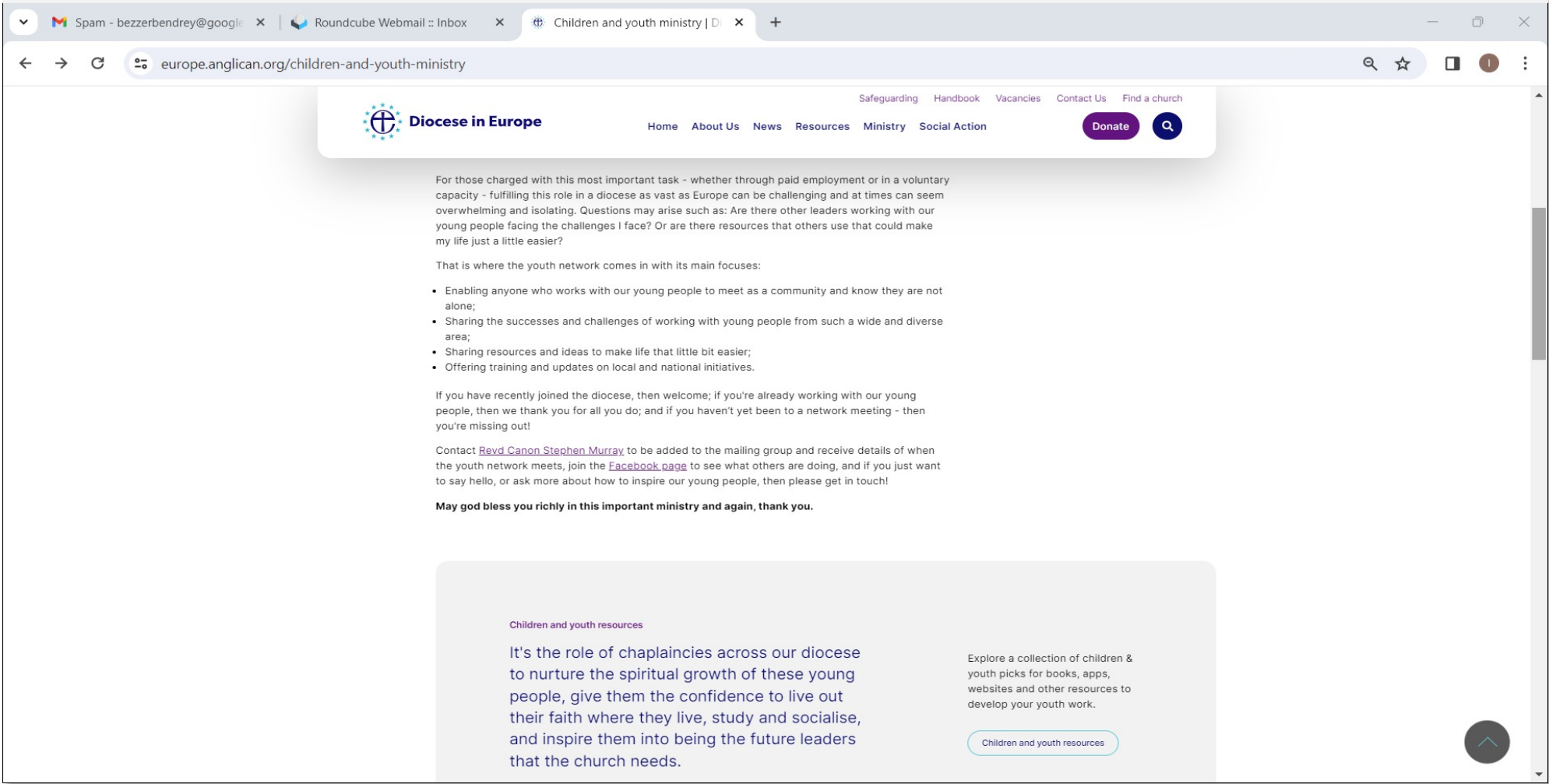
**Diocese in Europe Children And Youth!!**



Diocesan Synod, June 2024



# Website Overhaul





## Children & Youth Ministry Network Gatherings

The Network holds 4-5 online meetings each year for those who minister with our children and young people, either paid or voluntary. We share ideas, resources, prayers and get inspired by our guest speakers. All zoom Gatherings take place at 19h30 (EET); 18h30 (CET); 17h30 (WET).

Dates in 2024:  
18 April  
19 June  
12 September  
20 November

Our topics in 2024 include: ministry with children and youth with learning disabilities and neurodiversity; mental health and young people; What makes 'Generation Tik Tok tick?'; social media; youth and worship; racial justice.

To receive the zoom links, please email:  
[stephen.murray@europe.anglican.org](mailto:stephen.murray@europe.anglican.org)

[Find out more](#)



## Sharing and Support

Check out our Facebook group for lots of resources and ideas as well as a dedicated page on this website. We are always adding more, so please send us your own ideas.

To support one another in prayer and informal conversation, there are regular 'Chill and Chat' zooms. Dates for 2024 are:

5 March  
8 May  
17 October

To receive the link, please email:  
[stephen.murray@europe.anglican.org](mailto:stephen.murray@europe.anglican.org)

[Join the group and share](#)



# Network meetings

## Chill & chat

Allow people to network with other volunteers and youth leaders;

Offer training in areas like safeguarding and encourage participation in national initiatives;

Share resources that have been used successfully;

Encourage each other and pray together.



Zoom Meeting

9 JAN 2023 DY... | File | Home | Insert | Draw | Design | Lay |

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1 | 2 | 3 | 4 | 5 | 6 |

3) Lightning Round – (Richard &/or la  
 i) What's gone well in your m  
 ii) What's not gone well?  
 iii) What's the best resource y

4) Best ideas & practices for Lent? (S

5) What do you want/need from the  
 comments and ideas in the chat. (

6) Facebook group and Diocesan wel  
 Comms. (Diocesan Prayer diary) (S

7) World Youth Day Lisbon dates & p  
 art recording???

8) 18h30 - Grace Fagan – 2019 Safeg  
*Online exposure & social media  
 need to go through? We want  
 Gospel, how can this be inspira  
 boundaries in both formal and  
 where the people involved did  
 young people. This isn't meant  
 the DST and youth ministry ac  
 invited to contact Grace direct  
 \* Zoom will be kept open after  
 and are able to stay.*

9) Date of next Zoom gathering – Ma

Page 1 of 2 | 298 words | Focus


Page 5 of 7 | 3095 words | Dutch (Belgium) | Accessibility: Investigate | Focus | 100%

Zoom Meeting Grid:


- Iain
- Stephen Murray
- Pamela
- Philip Milton - Brussels
- Sam Van Leer (NW Eur, Groningen, N...
- Mary Talbot - Geneva
- Marie de coster
- Joy Van Staaldinien - Rotterdam (She...
- Tiffany Cawood FRANCE
- Isaac Ampong
- Sarah Tahvanainen.. Helsinki
- Norah Kwagala
- Rev. Mehtab
- Calen Gayle
- Leigh Montillot- Fontainebleau
- Olubukola Idoko
- Grace Fagan-Stewart- Head of Safegu...
- Johanna Devlin

Spam - bezzerbendrey@google x Roundcube Webmail :: Inbox x Children and youth resources | x +









europa.anglican.org/children-and-youth-resources


 **Diocese in Europe**

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## Children & Youth resources

- All Age Worship 
- Toddlers/Early Years 
- Worship at Home 
- Children's Ministry 
- Youth Ministry 
- Group Games/Team-building/Ice-breakers 
- Lent (seasonal resources) 
- Pentecost (seasonal resources) 





# The 5 Year Road Map

# 3 Immediate Priorities: What?

- Support chaplaincies with young people who want to offer children & youth work
- Support those who work and volunteer with our young people
- **Support our young people**



## MAIN FINDINGS

Most chaplaincies that have at least 5 young people are providing some age-specific ministry for them. As young people get older the numbers of chaplaincies providing ministry to them decreases

Chaplaincies seem to be providing youth ministry in response to young people attending rather than building ministries to attract new young people in.

Few chaplaincies mentioned outreach as either a current or planned development of their youth ministry,

The main barriers to chaplaincies having plans to develop these ministries were either a lack of young people or a lack of workers.

Less than half (43%) of chaplaincies had someone with designated responsibility for youth ministry



# **The key areas of support that they felt the Diocese could provide were:**

Providing access to session materials and resources (26%)

Sharing advice & ideas for sessions (17%)

Providing training for volunteers and paid workers (17%)

Facilitating networking between youth workers (9%)

Other suggestions were providing coaching, mentoring, spiritual and pastoral support for youth workers, supporting regional events, safeguarding and recruitment support, providing funding and creating a social media presence for Diocesan youth

# 5 Year CYP strategy – who are we focused on?

- Three demographic areas of focus:
  1. Children and families (5-11 years old)
  2. Youth (12-17 years old)
  3. Young adults (over 18 years old)
- What are the **key challenges** facing DinE within each of these three demographic areas?
- What are the **key opportunities** facing DinE within each of these three demographic areas?

# Challenges

- Young people struggle to adjust to different culture, language, bureaucracy – refugees, economic migrants, studying in Europe, GMH & Third Culture
- Competing demands for young people's time – life is busy
- Young people move around frequently – refugees, migrants?
- Boarding school – only around during holidays not term time (seasonal attendance).
- Lifestyle of young people (social ability and able to be articulate).

# Barriers stopping chaplaincies from making plans to develop CYP ministries

- Lack of young people – where are they?
  - Sense of no point developing CYP since there's no young people
- Lack of workers – where are they? Why is there a lack? Volunteers?
  - 57% chaplaincies have no designated CYP worker
  - Struggle to recruit volunteers?
  - Struggle to recruit CYP workers
- CYP not a strategic priority – why?
  - Growth not a focus of chaplaincies – they don't see the CYP as key
- Happy with current ministry
  - wanting to maintain the status quo
- Chaplaincies don't build ministry to attract new young people
  - Not intentional focus on outreach
  - Outreach to new young people not a priority – why? Are these unchurched young people?
- Current CYP ministry is midway through a review

# Barriers based on support wanted

- Lack of access to approved resources – materials are limited, so may not know what to do.
- Lack of CYP training for volunteers and paid workers -
- Lack of funding for roles (CYP workers) – financial issues, can't afford CYP workers
  - ...what about volunteers? Utilising these?
  - Barriers to people stepping up to do CYP work?
- Lack of developmental support for workers – need coaching & advice?
- Lack of knowledge sharing and community- need for networking?
- Lack of regional or central youth events – diocesan cohesiveness?

|           | 5-11s   |     | 12-17s  |     | 18-30s   |     |  |
|-----------|---|-----|---|-----|--|-----|--|
| None      | 26%   | 51% | 25%   | 61% | 25%  | 47% | None relatively consistent   |
| 1-5 #     | 25%   |     | 41%   |     | 22%  |     |  |
| 6-10 #    | 19%   | 29% | 19%   | 29% | 25%  | 37% | Teenagers: struggle to get more than 15#   |
| 11-15 #   | 10%   |     | 10%   |     | 12%  |     |  |
| 16-20 #   | 8%  | 25% | 5%  |     | 7%   | 15% | Teenagers are the biggest missing group. 5% combined for 16-26+ category. Children and older young people attend in higher #s. |
| 21-25 #   | 6%  |     |   |     | 7%   |     |  |
| 26+ #     | 6%  |     |   |     | 2%   |     |  |
|           | How ¼ of chaplaincies providing children facilities |     | Biggest gap! Why are we losing teenagers?                     |     | Either have no or very small young adults.   |     |  |
| Provision | Most popular offering. 84% at 1#+                   |     | Investing in leadership development prog. young leaders prog. |     | Many have no ministry for this age group<br>- Students (theology & RE) e.g. online theological conference. Connects to vocations |     | Is children's provision easiest to provide? Young adults provision most neglected More # attending, more ministry offered      |
| Plans     | 25% have plans to develop ministry for this age     |     | 20% have plans  |     | 15% have plans   |     |  |

### Highlights:

- Almost 2/3 of chaplaincies have 5 or less teenagers. **There's a BIG missing demographic – Why??**
- 51% have less than 5 children in attendance – means majority have very few to no families in attendance (not attractive to families)
- 25% of chaplaincies have 16 or more children – quarter have growth potential to see more families – what support do they need??
- 61% of chaplaincies have less than 5 teenagers – almost 2/3 have little or no teenagers – HUGE MISSING DEMOGRAPHIC – why??

## **Lack of young people – where are they?**

- Working with other churches in the area – ecumenical - Joint worship services
- Sports events, junior choir,
- Invest in Godly Play
- Small amounts of funding to support new initiatives to attract young people in specific to that area
- Engagement with church worship
- Young leadership programme
- Internships – additional to FY
- Theological conferences for those studying in Europe – To include vocation
- Engagement with the local and national church – Synods, hear their voice
- Retreats to develop spirituality

## **Lack of workers – where are they?**

- **30,000 children and youth workers – 3,000 paid – FROM WHERE!!**
- Leverage our current good youth workers – train and qualify
- Use these workers to train volunteers – self-sustaining and not expensive
- Develop training at different levels – recognised qualification
- YOUTHSACPE training
- Develop training hubs that are centres of good practice – fund these to offer a training programme
- Develop a curriculum, especially for 18 – 30 year olds
  
- **HOW DO WE VALUE OUR WORKERS?** – Bishop´s certificate, commissioning, residentials, networking with others, mentoring, let´s NOT ordain them!!



## **Lack of vision –**

- Making children and youth a priority for the Diocese – motivating – **LAUNCHPAD**
- Motivate chaplains to grow ministry – **INCUMBENT DEVELOPMENT PROGRAMME**
- Godly play – resources to be able to offer children ´s ministry – commitment to training and beyond