

So what is a CYDO and what do they do?

The United Reformed Churches in Britain are grouped in administrative regions which are referred to as synods.

There is normally one Children's and Youth Development Officer (commonly known as a CYDO) per synod, usually based at the synod office or working from home. Some synods have replaced the traditional CYDO role with an equivalent under a different job title, some divide the role between two employees, but we will use the term CYDO* to refer to all of these.

The CYDO is a salaried professional who works within the synod to oversee and support the overall work of the synod in relation to children and young people and also supports local churches in this aspect of their ministry and outreach.

CYDOs are involved in some of the following areas of work:

- **Advice and Consultancy** – offering information and guidance on work amongst children and young people in local churches, including questions about good practice, advice on suitable resources, thinking about different approaches to children's and youth work, etc.
- **Training** – organising and delivering a range of training programmes for all those involved in children's and youth work, including Children's and Youth Work volunteers, young leaders, safeguarding officers, employed workers, elders and ministers, amongst others.
- **Offering guidance and support on issues of Child Protection and Safeguarding** – in local churches and the wider councils of the United Reformed Church.
- **Events for children and young people in the synod** – encouraging, supporting and enabling people to organise events for children and young people across the synod.
- **Child Friendly Church Award** – encouraging and enabling churches in their journey through the [Child Friendly Church Award](#) process and assisting in processing the evidence and paperwork for these.
- **Promoting the development of Pilots** – encouraging, supporting and enabling the development of the [Pilots](#) organisation alongside the Regional Pilots Officer and the Children's and Youth Work office.
- **Contributing to the work of synod committees** – especially Children's and Youth Work committees, Youth Executives and equivalents.
- **Employment of workers** – helping local churches with the process of employing a children's/youth/family worker (from considering the possibility right through to appointing and supporting the worker).
- **Working on national/whole-denomination Children's and Youth Work initiatives** – with up to 25% of their work time, contributing to writing groups, supporting national events, research, contributing to the website resources etc
- **Working alongside others to promote participation of children and young people at all levels of URC life** – local churches, in the synod and at whole-denominational level.

Please check with your synod for more details about the work of your CYDO*.

* *or equivalent!* Some synods employ someone who is not a CYDO to take responsibility for items related to Children's and Youth Work. Your Synod Clerk can give you more specific details of the work this person does in your synod and can also help you if your synod doesn't have a named Children's and/or Youth Work professional.

