

## Appendix two

### Marks of Ministry for Church Commissioned Children's and Youth Workers

A Church Commissioned Children's and Youth Worker in the United Reformed Church should be:

- **a faithful disciple of Jesus Christ:** caught up in the joy and wonder of God's will and work; seeking always to live a holy life in public and in private; sustained by their own rhythm of prayer, Bible reading and worship so that they might model and encourage such life-long patterns in others with integrity; open to learning discipleship from others of all ages.
- **a person of integrity and resilience:** self-aware and committed to their own lifelong learning (especially through the URC's provision for ministers); aware of their own limitations and thus willing to seek support; ready to deal with situations of conflict; balancing ministry's joys and pains with the fostering of right relationships with family and friends.
- **a contextual theologian:** delighting in Scripture, rooted in the Reformed tradition, able to communicate their own faith and its implications among children, young people and their families within and beyond congregations; encouraging all ages to discover how these rich resources inspire and sustain faithfulness.
- **an informal educator and play practitioner:** able to craft and facilitate holistic human development, healthy intergenerational relational dynamics and learning opportunities, enabling children's and young people's engagement through exploring, experiencing and expressing in safe, fun and open environments.
- **an enabler of participation and empowerment of children and young people:** striving to enable the Church and the world to hear and respond to the voice of children and young people, proactively involving them in decision making and action, enabling their gifts to be shared intergenerationally.
- **a nurturer of children's and young people's spirituality:** able to craft and lead worship that shows appreciation the resources of many traditions and styles yet unafraid to create and advocate new forms as appropriate; passionate and effective in breaking open God's Word with children and young people; ready and able to foster skills, techniques and experience so that they might lead worship and teach well.
- **an intergenerational community builder:** working to see people of all ages, across the generations, engaging, worshiping, learning, serving and growing in faith together as an expression of unity, reciprocity and mutuality in belonging, an opportunity for the gifts of all to be more fully utilised for the blessing of all.
- **a pastor:** sharing with others, especially Elders, in sustaining care; making time to walk in love alongside children, young people and their families; rejoicing and grieving with others through listening deeply and offering prayerful support; wise

in knowing their limits and boundaries when more specialised help is needed; reliably dealing with issues of safeguarding and confidentiality.

- **a leader and collaborator:** identifying, developing, and enabling leadership in others, particularly children and young people; capable of working in, and leading, teams through collaborative and shared leadership; aware of their own leadership style and open to learning with and from others, when necessary acknowledging their own mistakes and seeking restoration; committed and equipped to building up others in faith and witness so that the gifts and callings of all ages might flourish; demonstrating love for God's people.
- **a missionary and evangelist:** passionate about and active in sharing the love of God for the world; alive to the significance of contexts and cultures in shaping mission and creative in discovering missional opportunities; empowering and equipping children, young people and all God's people in mission to share the Gospel and live God's Kingdom of justice and peace to the full.
- **a public figure:** reliable and effective in representing the Church in ecumenical, community and wider settings; committed to and equipped in advocating for children and young people, speaking truth to power and challenging injustice and marginalisation wherever they may be found.
- **a committed participant in the councils of the Church:** responsive to God's call as gift and blessing to be lived out within the discipline and accountability of the denomination which trains, commissions and inducts them and the churches, communities and ministries within which they serve.
- **a reformer:** wise in the dynamics and challenges of change; bold yet humble in helping individuals and congregations to discern and respond to the leading of the Holy Spirit as new chapters open in the life of the Church and others close.