



PROJECT 2013

A new approach to the ministry to children and young people which will ensure

Vision

That the Children and Young People in Southern Africa seeks to be:

- Anchored – in the love of Christ
- Committed – to God's mission
- Transformed – by the Holy Spirit

Mission statement

That the Children and Youth People, fully participate in and commit:

- To honour God in worship that feeds and empowers us for faithful witness and service
- To embody and proclaim the message of God's redemptive hope and healing for people and creation
- To grow communities of faith that form, inform, and transform those who follow Christ

A project initiated by Provincial Youth Council (PYC) and a collaborative work supported by the Provincial Standing Committee (PSC) and the Vision Implementation Team for the priority : Protection and Nurture of Children and Young People.

22 July 2013
(Fourth revision)

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1. Executive Summary

Project 2013 is an initiative of Provincial Youth Council (PYC) with support from the Vision Implementation Team for the Vision 2020 priority Nurture and Protection of children and young people as well as endorsement by the September 2012 Provincial Standing Committee meeting.

It will take a more holistic look at the ministry to children and young people and develop and implement more effective ministry approaches which will result in much greater sustainability and efficacy in the development of spirituality in our young.

This project will feature as a key deliverable within the Anglicans ACT initiative and will be foundational in the development of future young Anglicans.

This project is also based on a number of key guiding principles as well as the goals set by the Vision 2020 Priority for Children and Youth (see Annexure D) of which most of them are largely satisfied through the implementation of this project.

2. Background

The struggle in the area of children and youth ministries is a well documented fact. Various models have been developed over time to make this ministry more effective and fruitful. Some models have produced good results, but many have failed to produce the expected outcomes.

In the Anglican Church we do not have an official model or framework as yet and it is left to the Sunday School teachers and youth leaders to determine their own programmes and materials – with varying results and outcomes.

This project seeks to develop and model a more systematic solution to the problem hoping that as a consequence, we will be able to develop adequately trained teachers and leaders who will understand the spiritual development of a child from as young as 3 years old, through to young adulthood and be able to effect the most appropriate faith foundation outcomes in each of them.

As a departure point, please consider the following:

As the Anglican Church, we have very clear guidelines as to who we are, and how we are to live as Christians. The Catechism in the APB (pages 423 : 444) describes everything an (Anglican) Christian should know and live, and serves as the foundation of our faith and commitment to Jesus Christ.

Paragraph 82 in particular points out the duties of a Christian and gives a number of areas in which we have to demonstrate, by our lifestyle, our responses to God's love for us. Add to that the Five Marks of Mission as described on the Anglican Communion's web site which we need to fulfil if we are truly going to be the Church of Christ - (<http://www.anglicancommunion.org/ministry/mission/fivemarks.cfm>) :



The Mission of the Church is the mission of Christ

- To proclaim the Good News of the Kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To seek to transform unjust structures of society
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth

(Bonds of Affection-1984 ACC-6 p49, Mission in a Broken World-1990 ACC-8 p101)

Thus we already have some clear guidelines as to what to expect from Christians given that they have been adequately prepared for Confirmation and are actively living out their faith beyond their Confirmation.

However, it is also quite clear, that developing the understanding and experience in any or all of these life objectives, they need to start as early in life as possible, i.e. as children, in order to ensure that our young ones develop the appropriate exposures and teachings as early as possible. Research have shown that children develop their world view, select their role models, decide on the life goals (“what or who I will become one day”), etc., between the ages of 4 and 9 years (also known as the most impressionable years). This means that at the age of 9 the child already has a pretty good idea of how they will respond to the world around them and who will be most important in their lives. If the incorrect choices have been made by this age, then it becomes progressively more difficult to change them as they grow older.

If our faith journey and spiritual development is to become central to our living, then “training up our children in the way they must go (Prov. 22:6)”, must:

1. Have parents that have been adequately prepared /trained to develop their children on their spiritual journeys. They must also be committed to giving their full involvement and support throughout the process.
2. Start as early as the child is able to develop understanding and corresponding behaviour.
3. Attend a well staffed and equipped Sunday School / Bible Class for at least their entire schooling life (at least up to Matric).
4. Well trained ministers, teachers, leaders, etc. who are committed to helping the children / youth attain their spiritual goals and Biblical outcomes as Christians.

This will develop a solid foundation in children on which youth leaders / pastors / ministers can build on.



3 The Nature of the Problem

Various surveys and investigations done over the last 20 to 30 years indicate that the church is still ineffective in the ministry to children and young people. Parents and church leaders are still complaining about the attitude of today's children and youth and the young people are complaining about lack of opportunities being given them to express their faith and worship in our churches.

Having come to understand the underlying issues with regard to the ministry to the young, we can summarise the top priority problems, as being:

1. Sunday School Teachers and Youth leaders are not adequately trained and prepared to handle the spiritual development and formation of our children and young people.
2. No clear guidelines or curricula exist to help teachers and leaders to develop our children and young people to spiritual maturity.

These inadequacies are evidenced by:

1. A lack of adequate spiritual foundations laid in the lives of the young (by both parents and the church) which leads to inappropriate behaviours and life decisions being taken.
2. Young people are still leaving the church (for other pastures), especially after Confirmation.
3. Lack of young people involvement in the life and ministry of the church.

4. Proposed Interventions

PYC, in it's 10 year Business Plan (2010) has indicated that the ministry to our children must be holistic (ensuring a solid faith foundation is laid from as early as age zero) and continuous (ensuring that faith development will occur from age zero on a continuous (ongoing) basis into young adulthood without any gap periods). The primary purpose of this ministry is spirituality and character formation.

In order to do this, we need a new approach to the children and young people's ministries and that we systematically need to determine:

1. What a child or young person should know, understand, live, verbalise, etc. in terms of their faith journeys, and to display appropriate behaviours and be involved in good developmental activities (especially in the church and in society),
2. How we should develop them (the young) to ensure these outcomes,
3. How we should prepare the teachers, trainers and facilitators to ensure these outcomes are attained.

As a result of PYC and the Vision Implementation Team's motivations in this regard, Provincial Standing Committee (PSC) in September 2012, has passed a resolution (see Annexure A) to formalise an initiative to resolve the challenges we face within this ministry.



The interventions to be embarked on can be summarised as follows:

1. Form two teams to respectively develop (at a Provincial level) the outcomes and developmental guidelines (curricula) required for the spiritual formation of children and young people (for use and implementation at a Diocesan level).
2. That these teams also develop the training curricula and materials necessary for Teachers, ministers and leaders who will be involved in the use of such curricula.
3. That these teams develop the training methodologies necessary to equip teachers, ministers and leaders in the use of the curricula and to ensure the desired outcomes are achieved.
4. That these Provincial teams appoint a Provincial team to train a core group in each diocese so that they can take the training down to all levels within their diocese. The training implementation should rest on the diocesan children and youth structures. We should encourage the formation of diocesan implementation teams who will take responsibility for the roll out of both the leadership and facilitator training as well as ensuring the expected outcomes are achieved.
5. That we establish a central office which will coordinate the implementation of the training programmes as well as handle the provision of resources, etc. This office will serve the various Dioceses as well as the schools and universities.
6. Although it was recommended that a fund be established for the training of the Dioceses, it is further proposed that the dioceses should cover the cost for training under their budgets. A Provincial fund would only be necessary for maintaining a Provincial Coordination activity as well as to possibly assist those dioceses who are struggling.

Qualified experts will be called upon (in agreement with the Archbishop) to help us develop the above and it is envisaged that at least one or two pilot sites (Dioceses) will be implemented during 2013 to process prove the materials and the training. Amongst these will be theologians, educationalists, academics, Psychologists, behavioural experts, learning development experts, Sunday School Teachers, Youth Ministers, Pastors and others.

It is provisionally anticipated that the teachers and leaders training will consist of:

1. 6-7 days teachers and leaders facilitation seminar.
2. A period of implementation (e.g. 3 months)
3. A weekend follow up and report back.
4. Further period of implementation and consequent certification.
5. Further optional training interventions to hone skills.
6. Annual review process

The teachers and leaders training will focus on at least the following 5 areas of development, viz.

1. Personal spiritual development – focussing on the leader's own spiritual journey development.



2. Theology – an entry level theological background sufficient to have a broad understanding of the Bible and it's application.
3. Facilitation and teaching skills – in order to ensure that the children and young people are adequately developed according to the curriculum and programme requirements.
4. Anglicanism – a broad understanding of the marks of an Anglican as well as it's history and development.
5. Leadership – the nature of leadership, the character of the leaders and other related topics which will help the person exercise effective leadership.

The training may be separated into the children's ministry and the youth. Or, the generic aspects of the ministries (e.g. Leaders, Anglicanism, Theology, etc.) could be combined and the ministry specific aspects could be separate (e.g. the curricula content, teaching methodologies, etc.).

5. Proposed Budgetary Requirements and Project Plan

The proposed project plan is listed in Annexure B. It is anticipated that the budget cost for the project will be about R95 000.00 excluding the cost of the Project Manager of which R45000.00 will cover Phase 1 (development of the curriculums, materials and training content). These amounts are made up as follows:

ACTIVITIES	COST	PHASE COST
PHASE 1		
1. Two development team weekend workshops for about 14 people costing about R20 000.00 per weekend.	R40 000.00	
2. Cost of producing a few sets of manuals	R5 000.00	R45000.00
PHASE 2		
3. Orientation workshops for the participating Dioceses (2 of them)	R5 000.00	
4. Two Facilitator training weekends	R20 000.00	
5. Follow-up evaluation meetings with Dioceses	R5 000.00	R30000.00
PHASE 3		
6. Development team – Review of programme	R20000.,00	R20000.00
TOTAL	R95 000.00	R95000.00

The budget will be reviewed once the development teams have met for the first time. They would be in the better position to be able to determine how many development and training sessions will be required, etc.

6. Project Deliverables



- i. Outcomes and expectations schedule per age (or group of ages).
- ii. Guidelines and programme for spiritual development based on expected outcomes (above).
- iii. Schedule of existing programmes that may (completely or partially) fit some of the proposed targeted outcomes
- iv. Facilitator/trainer training programme (per Diocese) with leaders manual.
- v. Leader/teacher training programme with leaders manual.
- vi. Pilot implementation strategy and plan.
- vii. Two pilot implementation plans for two Dioceses (about 5 parishes per Diocese)
- viii. Evaluation report on the pilot implementations.
- ix. Proposed plan for Provincial rollout.

7. Proposed Partners

The following organisations and entities will be approached to participate

- College of Transfiguration
- Growing the Church (Anglicans Ablaze)
- Provincial Liturgical Commission
- Anglican Schools
- Hope Africa
- Anglican Students Federation
- Others, as identified

8. Project Management

It is proposed that Tony Lawrence manages the project reporting to an advisory team consisting of some of the members of the Executive Committee of PYC as well as the Vision Implementation Team. The advisory team will also act as the primary stakeholders and will be responsible for all key project decisions as well as ensuring the desired outcomes and deliverables are achieved. Tony's profile is attached as Annexure E.

9. Involvement Opportunities

The following opportunities exist for individuals and organisations to participate in this exciting venture:



1. If you are an expert in the area of child and youth development or an expert in developing training and course curricula, or, an expert in the spiritual development of people (like theologians, Bible teachers, etc.) and would like to participate in these workshops, then please contact us immediately.
2. More importantly, this project requires much needed funding (as per the budget, above) and your investment in this crucial development will ensure we implement critical inventions that will enable current and future generations to be adequately prepared in the area of spirituality and Christian maturity.
3. A Fund for the development of Sunday School Teachers and Youth Leaders/Pastors/Ministers is in the process of being set up. However, contributions can be made in the meantime into the Provincial Youth Council banking account as per Annexure C.

10. Immediate Actions:

To gain commitment and buy-in from the stakeholders, as well as their approval to launch the project, before the end of 2013.

11. Conclusion

Archbishop Thabo mentioned in his Ad Laos of June 2012 : “Our responsibility towards today’s young people begins within the church, and extends far beyond our walls. Within the ACSA Vision, we identified ‘protection and nurture of children and young people’ as a priority for provincial action, to support and resource the objectives and priorities of dioceses and parishes.”

This proposal is in line with the ACSA vision for children and young people and deserves the high priority already placed on it by the Archbishop.

He continues : “One of the greatest contributions we can make is to train young people in negotiating the moral and ethical issues of contemporary society. They should not fear the secular world, but be encouraged by wise church people in how to apply living faith within the complexities of today’s world, and to pursue God’s justice in all situations. Some of you may have the capacity to mentor young people through giving them experience of the world of work. Youth unemployment is one of the greatest challenges across our entire Province. Alongside skills development, giving young people, even for a short while, exposure to what it means to be in work, developing necessary habits of self-discipline, time-keeping and so forth, as well as understanding what it means to have a work ethic, can make all the difference in giving them a solid stepping stone when applying for jobs, or to encourage them in setting up their own businesses.”

This proposal addresses the key intervention required to see all of the above come to fruition in the shortest amount of time. We need children and youth champions in each parish and they need to be identified and trained as soon as possible in order to make a parochial impact and to ensure a sustained rolling action where it matters most.



He ends with : “As I travel around the Province, I sometimes feel that we are on the verge of a ‘youth spring’. The challenges are great – but the energy and courage of our young is greater! Let us be energised by them, as we commit ourselves to pray for them, nurture them in the faith, and mentor and support them in whatever ways we can, so that they may fulfil their potential as children of God, living as his beacons of hope for our future.”

Our children and youth champions are key to releasing the ‘youth spring’ and will operate as catalysts in developing a far more objective and effective children and youth ministry across the Province.



ANNEXURE – A

The following resolution was passed at Provincial Standing Committee meeting in September 2012:

13.16 On Youth

The Revd Jack Kudumela proposed and Mrs Lorraine Khoza seconded the following:

Whereas this PSC notes the following challenges faced by the children and youth ministries;

- Lack of both financial and material resources
- Inadequate training and development for teachers
- Insufficient youth leadership and skills development,
- Lack of suitable curricular
- Insufficient facilities
- Social ills such as abuse, teenage pregnancy etc.

Resolves:

1. To establish an ACSA children's ministry team to address the above raised issues and provide resources to all dioceses.
2. That this team pursue provision of entry level training on theology, policy and liturgy for all Sunday school teachers, youth leaders and youth pastors – i.e. theological formation.
3. That the Archbishop be requested to allocate at an appropriate time, a year of focus to the children and young people's ministries and provincial visions implementation.

Annexure – B

The following proposed project plan covers the implementation of the curricula and programmes in two Dioceses using a pilot implementation in each.

Date	Development Teams	Diocesan Facilitators	Parish Implementation
Month 1	Development teams identified	Participating Dioceses identified	
Month 2	Dev teams meet for a weekend. (R20000.00)	Orientation programme in Dioceses (R5000.00)	
Month 3			
Month 4	Dev teams meet again to finalise curricula, programmes and training (R20000.00)	All roll players identified – including leaders and teachers to be trained	Parish orientation workshops
Month 5	All materials finalised and printed (R5000.00)	Facilitator Training in 2 x Dioceses (R20000.00)	Parishes leaders and teachers are trained
Month 6			Parish Implementation
Month 7			Parish Implementation
Month 8			Parish Implementation
Month 9		Follow up and evaluation workshops (R5000.00)	Follow up and evaluation workshops
Month 10	Dev teams meet to review evaluation results and refine materials (R20000.00)		

This first year (2013) pilot implementation is to develop and test the curricula and training programmes. A full evaluation will be done at the end of the year and the programmes adjusted where necessary.

A roll out will be planned for 2014 when additional Dioceses will be brought on board and the balance of the parishes in the pilot project trained.

Timelines are dependant on when the development team members can be identified and mobilised.



Annexure – C

The banking details of the Provincial Youth Council are as follows:

Bank : Standard Bank
Branch : Cape Town
Branch code : 020009
Account name : Anglican Church S.A. – Prov. Youth
Account number: 070504202
Type of account : Cheque
Reference : (Project 2013 and *your name*)

All donations and investments will be acknowledged.

All donors and investors will receive audited financial reports at the end of the project.



Annexure – D

Guiding Principles

1. The Anglican Youth in Southern Africa (AYSA) covers **all** the children and young people (baptised in the Anglican Church) (as well as all the ministries and guilds) and includes all ages between 0 and 35+ representing over 60% of the members of our church.
2. Every person in this group must be served and must also be given ample opportunity to serve – through the church.
3. Ministry to the young needs to be holistic and continuous.
4. The WHOLE church needs to be supportive and involved in this ministry.
5. Our dream: 1 youth minister/pastor per parish and 1 for children.

Vision 2020 – goals for Children and Young People’s ministries

Primary Goals

- To strengthen the ministry of children and young people currently taking place at Parish, Diocesan and Provincial levels
-
- To connect children and young people with Jesus Christ and the Church
-
- To protect children and young people
-
- To connect young people with the mission of the Church in the world
-
- Promote the preservation and strengthening of families
-
- Generally promote the protection, development and well-being of children

Additional Goals:

- To gather and share information
-
- To work with any young people’s organisation that works best with young people
-
- To develop and make available resources for children and young people, and parish and campus ministry
-
- To provide youth ministry training to chaplains, rectors, lay ministers, parish staff, and other diocesan organisations
-
- To provide programmes for children and young people
-
- To coordinate children’s and young people’s events and activities
-
- To assist campus chaplains in their mission and pastoral care with students



ANNEXURE – E

This is an abbreviated CV of Tony Lawrence:

Position	Period	Responsibilities and Skills
Business Process Designer and Business Systems Analyst	1990 – 1994	Creating new business processes and improving on existing.
Project Manager	1994 – 2008	Managing a variety of project types in business, NPO,s and within the Church
Regional Representative for Haggai Institute (Atlanta USA)	2001 to 2003	Initiating and developing the Haggai Institute ministry in Southern Africa (10 countries)
President of Haggai Institute South Africa	2001 to 2003	Chairman of the newly formed Haggai Institute in SA.
Executive Director Haggai Institute South Africa	2003 to 2005	Managing the role out of the seminars and training opportunities in Southern Africa (10 countries)
International lecturer and facilitator for the Haggai Institute	1999 to 2008	Lecturing on Christian Leadership, Goalsetting, Biblical Stewardship, Communication and Children and Youth
Founder and Chairman of Equip4Life specialising in the training of skills for Christian Ministry	2004 to date	Practising as a Church Ministry Consultant advising and delivering training workshops and seminars to increase the ministry skills competencies of leaders in ministry/church.
Provincial Youth Coordinator	2008 to date	Facilitating the development of the children and youth ministries in ACSA (separate roles and responsibilities document is available)
Co-host and presenter – Captive Communication	2012 to date	Focussing on helping people to improve their communication skills to better their personal standing.

Tony's learning and experience over the last 25 years has developed the following broader abilities and strengths:

- Thought Leading - helping people to think differently about their organisational/team/personal vision and purposes,
- Visionary and Futurist - helping people to aim at something and actual achieve it,
- Organizational Consultant - helping people to optimize their resource utilization,
- Learning Facilitator - helping people to discover the ability to move from point A to point B and then on to point C, etc.,
- Competency development - helping people to develop the right competencies to achieve their goals,
- Mentoring and Coaching - helping people to get much better at what they do best,
- Life skills trainer - helping people to get the basics in life right.

