

Start Here

Thank you for showing an interest in joining the activity team at CYE. We have put together this information pack to help you discern whether our “Leadership Training Programme” is what God is calling you to next.

Enclosed in this pack you will find the following information:

- **At a glance** – a brief overview of the centre, your role and what a year at CYE looks like
- **Learning the ropes** – a summary of the qualifications and training you gain
- **Counting the cost** – an overview of the support raising required for a Trainee Leader position
- **How then shall we live?** – a look at our ethos and the vision and mission of CYE
- **Discipleship Training** – an overview of the Discipleship Training Programme
- **Quote, unquote** – some friends from the past talking about their time at CYE
- **Contact details and further information** – including contact details and the application process

We hope you will find the information helpful in answering some of your question and we look forward to discussing your application further with you. (You can download the application form from our website)

We hope that you will join us in sharing the adventure.

Yours faithfully,

The CYE TEAM



At a Glance

It all starts with a comprehensive induction programme in September where from the word go, you will be fully involved with our residential school groups. We believe that 'hitting the ground running' is the best way to learn combined with training and support, so expect a busy start!

During **September and October** we also run weekend groups including scout and youth groups here at the Centre so chances are, you'll find yourself trying your hand at our full range of activities early on.

Groups involving water activities have finished by **November** but the staff timetable now includes a staff retreat (normally a few days of activities in Devon) and the launch of both our extensive Staff Training and our inspiring Discipleship Training Programme. Come **December** the creative talent of our staff finds expression with preparation for the Christmas assemblies beginning in earnest – a 2 week intensive outreach mission in schools and care homes. There is a sketch to write and rehearse and costumes to make - and by the time we celebrate our Christmas meal together the staff will have visited around 25 primary schools and seen over 3500 children.

Between Christmas and New Year we take a short break, ready to continue with the training schedule in **January**. There is a lot to learn, so the team train whatever the weather. By **February** maintenance of the site and the fleet is included in the daily programme and sounds of hammering and sawing resound from the workshop as our sailors and paddlers reveal themselves to be talented carpenters and joiners - under the watchful eyes of our maintenance and fleet managers. The team also brave the cold waters of Dartmoor for a White Water paddling training trip as the staff training pushes the team harder again.

Every 2 years we do a 3-4 day fundraiser a staff team ranging from cycling to Newcastle averaging 100 miles per day, through to walking the South Downs Way through the night. As well as being a great exercise to build up the team, this is also a prime opportunity to raise some funds for your time here (see 'Counting the Cost' later in this document).

March sees us making our final checks around the site, whilst off-site we are getting involved in more aspects of our schools' outreach programme. The end of the month heralds the start of the summer season with our first school groups braving the cooler weather to come and stay with us.



In April the Dinghy Instructor Course is a focal point for trainee staff. By this time, you will be in a position to become a fully qualified Sailing Instructor so these qualifications are a crucial landmark of your time here. Once qualified, you will start taking out groups of young people under the watchful eye of a Senior Instructor, and teach others various aspects of Sailing and Kayaking as well as land based activities.

By **May and June** the site is bustling and bursting with schools and youth groups, often overlapping and spilling over into the weekends. It's hard work with long hours but high rewards. We say here that when the sun shines, there is no better place on the planet to be working; when you see where we work, you will understand why, as Chichester Harbour takes your breath away with its natural beauty.

July and August sees the return of our popular, creative and inspiring summer camps, our Royal Yacht Association (RYA) Youth Sailing Scheme and British Canoe Union (BCU) courses. Then before we know it, its **September** again, staff changeover is here and we do it all again!

The Leadership Training Programme is for a minimum of 1 year and a maximum of 2 years. In the event of you wanting to complete a second year (and about 50% do) you can apply in the spring. We would interview you and if successful we would plan a development programme which would focus on you - specialising in your strongest areas. For example, if you showed a real passion and aptitude for working with young people in schools, we would develop your Year 2 role to work more closely with the Schools and Outreach Manager in planning and delivering lessons and assemblies offsite.

We get a real buzz from seeing others develop and blossom into leaders in their own right, so if you have a particular talent or potential that is just waiting to be released, we would love to be part of the process that helps unlock it.



Learning the Ropes

During your time at CYE you will take part in a comprehensive training programme in order to ensure that you are fully equipped and qualified to work as part of our activity team.

Here are details of some of the training you will receive:

Discipline	Qualification	Duration (in days)
Sailing	RYA Levels 1, 2 and 3	2.5 (each Level)
	RYA Seamanship	2.5
	RYA Day Sailing	2.5
	Pre-Entry Skills Training and Assessment	3
	Dinghy Instructor	5
Powerboating	RYA Level 2	2
Canoe and Kayaking	BC 1- and 2- star	4
	Foundation in safety and rescue techniques (FSRT)	1
	UKCC Level 1 Coach	4
General Safety:	RYA First Aid	1
	Basic Food Hygiene	1
	Safeguarding Training	0.5

In addition to sailing, canoeing and kayaking our staff also take groups out in Drascombe Longboats and run a variety of land-based activities including tunnelling, archery, team challenges, raft building, bouldering, and the assault course. You will receive in-house training in the safe running of all these events. As part of our stringent safety procedures you will be trained in the use of VHF radios and undergo an in-house scenario-based training day.

In certain circumstances you will be able to participate in further training. This may include performance dinghies, sailing with spinnakers, dinghy racing, catamarans, emergency scenario training and pool-based kayak training.

At CYE we believe that investing in our own staff is ultimately the best way to look after our visitors.

“Having worked in several different outdoor centres both in Christian and secular settings I believe the training CYE provides its staff to be second to none.” Tim, Senior Instructor

Counting the Cost

As part of the process of preparing to work with us at CYESC we ask you to raise financial support of £2,500 for a full year, or a proportion thereof for a shorter term. This doesn't include any amount that CYESC can claim as Gift Aid on donations by individuals who pay tax. These funds are used to help further subsidise the trainee programme.

What does CYESC provide in return?

- All food and accommodation and utilities for the year.
- A comprehensive and personalised activity training package (see 'Learning the ropes' for details).
- A minimum monthly allowance of at least £150 to cover personal expenses.
- An annual kit allowance with access to trade prices on clothing and equipment.
- Discipleship Training Course.
- A fundamental grounding in 'Life Skills' through living in a fun, hardworking communal environment.
- Supervision, support and on-going advice.
- Access to staff car if applicable.

Although the total may seem daunting it helps to break it down into manageable chunks e.g.

Church mission fund	£200
Sponsored event	£1200
Standing orders 3 x £25 per mth	£900 (or 6 x £12.50pm, or a combination thereof etc)
Odd jobs and lump sum gifts	<u>£200</u>
TOTAL	£2500 !!

Please download the leaflet 'staff support information' from our website at this link: www.cye.org.uk/downloads

We are always happy to discuss and provide advice for your fundraising plans. Many trainees surprise and inspire us with their creativity and ideas!

So don't let the worry of the financial side of things get in the way if you feel this is what God wants you to do. We're all in this together.



How then shall we live?

Jesus said 'I have come that they may have life, and have it to the full'. John 10:10

The above verse from John has, over the years, become the unofficial CYE favourite when applying an overall attitude and ethos to what we do here at the Centre. We believe that in these words, Jesus is explicitly telling us to quite simply pack our lives **full of life**. As a body of Christians, we endeavour to live out this command through exciting activities, stimulating studies and shared experiences under God's guidance and love.

That's all great, but underpinning all of this is another crucial command which Jesus gave us in the Great Commission

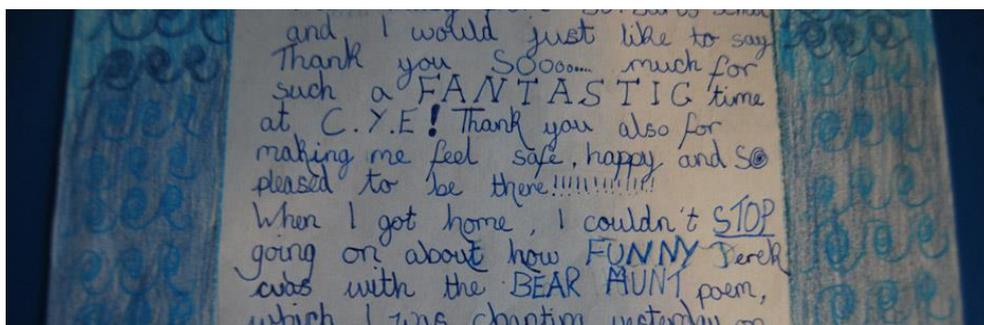
'Therefore go and make disciples of all nations, baptising them in the name of the father, and of the son, and of the Holy Spirit'. Matthew 28 v 19

So if you combine the above verses, it pretty much sums up what we do and why we do it. We want to share our faith and belief in the Gospel message to those who come through our gates, and we want to do it in a way that is exciting, relevant, engaging, alternative, fun and ultimately pleasing and glorifying to God.

This can take many forms and it's important to stress that we are all wired differently. For some of us, talking openly to a class of 30 children about Jesus is easy – for others it's terrifying. Similarly, some have a gift for communicating their faith with very few words and plenty of servant hearted actions. Without the combination of personalities, we wouldn't be effective for God as a body. What's important is that you have a real and honest faith in the life, death and resurrection of Jesus. If you have that as a starting point, that's the biggest piece of the puzzle in place.

How we behave and how we act as members of staff here at the Centre is crucial. Many people comment about the exceptionally high standards their children receive here, and that they trust our instructors not to swear, make inappropriate comments, belittle others etc. In addition, many parents from non-faith backgrounds send their children to CYE because it is a place they know their youngsters will be looked after, cared for and encouraged in outdoor activities. As such, we demand high standards from all our staff and volunteers, and this includes being punctual for meetings and briefings, wearing clean and ironed uniform when working, respecting everyone who comes to the centre and maintaining a hard work ethic.

We are an alcohol-free centre and this extends to the on-site staff who live here. Watersports and beer don't mix so to avoid any grey areas, we have this policy in place at all times. That said, there are 2 fantastic pubs locally and we will often head down to these in the summer for a drink after work.



Spiritual Input

What CYE will input

Morning Thoughts

Every morning we have a whole team meeting. We go through the business for the day: what group is in, who's doing what, any other general business for the day. We also briefly open the Bible together, have a morning thought from the passage and pray together.

Theology Café

Each week, throughout winter, we delve into different theological concepts. In the past we've done the alpha course, Krish Kandiah's book Paradoxology and a video course from HTB Brompton called Theology Café (...can you guess where the name came from!) It's a great chance for us to have a bit longer to grapple with the bible and engage in discussion.

Discipleship Days

Throughout the winter we'll have 4 separate days together as a whole team. It's an opportunity to 'fill ourselves up' spiritually before we 'give out' during the season. They are normally offsite with external speakers, worship, prayer, and learning more about God. It is a time for us to be challenged and stretched in our faith journey. It's also a time to chat and bond as a team, so there'll be some fun too – like pizza making, tunnelling, pottery painting, walks in the new forest, laser tag and beach walks.



Group Bible study – AKA 'Pod'

In the last few years God has spoken to an ex-CYE member of staff and called them to be an unofficial mentor to the on-site staff. This looks different every year and *it's not a definite*, so we will let you know about this as and when.

This usually takes the form of a regular bible study with the onsite team. But there are always people who are willing to have you over for dinner, or to offer you babysitting to get you off site! Equally, throughout the year, different speakers and volunteers will come to the Centre – accept their offers of chats, coffee, prayer – you never know what God has in store.

Quote unquote ...



Name: Tim Crossley

Age: 28

Current job: Engineering Officer in the Merchant Navy

Period of Employment at CYE: September 2007-September 2009

Job Role: Gap Year

It found that my time at CYE gave me opportunities and challenges that I didn't even realise would help me so much later in life. The ability to interact and connect with people from any walk of life, to take responsibilities and thrive under the pressure they sometimes brought and even how to deal with situations you may think are beyond your scope at the time. CYE gave me the support and safe environment to test myself and see what I was really capable of.

It's been a big help in setting me up for my current career in terms of the ability to live and work with a small group, even when there are lots of other people around, the work ethic to get the job done, but also how to balance that out with the fun that you need to have to enjoy any job. Seeing it from a very different side now, the support of living and working in such a supportive Christian environment is a real blessing, and something that I think helped everyone, whether they were struggling with their faith or just struggling with a personal situation. CYE has always been a big part of my life, and I haven't been able to let it go yet!



Name: Sam Wakeford

Age: 24

Current job: Studying Theology, Music and Worship at London School of Theology

Period of Employment at CYE: September 2014 -September 2015

Job Role: Gap Year - Trainee Activity Leader

The Gap Year at CYE exposes you to a full range of work and social environments. It gave me the opportunity to learn and develop skill sets which was great! Learning to live and work with an often mixed bunch of people was a good challenge for me, and is something I'm using now at Uni. The year drew out and developed my weaker characteristics and those I felt stronger in already. Music is a key interest of mine and it was great to use this at different points throughout the year! Learning and developing the characteristics of being both a leader and being able to be led were also key lessons for me, definitely challenging at times. This is benefiting me now in the way I interact with those around me with a stronger awareness of my own abilities, and hopefully with more patience and grace too. The year also provided an environment where we would discuss and explore faith openly together as a team - the relaxed but intentional approach of these times made for some great discussion and encouraged me in my walk with God - you can be who you are, where you are! Most importantly I value the friendships from my year at CYE, I think almost everyone who works or is involved at CYE says the same thing! Spending a year, developing these friendships, developing myself, learning about God, in a great location and sailing, kayaking etc... was just brilliant.



Name: Nick McLeish

Age: 22

Current job: Engineering Student at Durham University

Period of Employment at CYE: September 2013 -September 2014

Job Role: Gap Year

I will do my best to sound as un-cliché as possible! (Although I'm sure I will fail...) The year itself was a mixture of things. It was hard work (something I suppose I wasn't really expecting!), great fun, educational but so heart warming. Being outside the whole time, doing a lot of physically demanding jobs helped me to cultivate a much more robust mindset that has enabled me to persevere with challenges that I have encountered in the years since CYE. The vast numbers of different people who I came into contact with during the year (children, teachers, parents etc.) helped me to grow in my people skills that are so important for all areas of life! Living and working in a Christian environment was a wonderful way to spend a year before heading off to university. It was a big challenge for me to be living and working amongst people who acted out their faith in such profound ways, serving others so joyfully and with such humility! CYE is a place that has significantly shaped my character, matured my faith and has helped me to grow in my love for God and for people.



Name: Rosalind Stonham

Age: 29

Current Job: Doctor

Period of Employment at CYE: September 2008 -September 2009

Job Role: Gap Year

Since my time at CYE I have realised that certain things have been very useful in life along the way. Firstly is that it is important to have a secure relationship with God and to be constantly giving out and sharing with other people also means you need to take some time to personally spend time with Him. Consequently whatever situation you are placed in you can work well together as a team to serve the people around you. Finally it has taught me to not take things too seriously to have a laugh and enjoy everything you do! :)



Name: Peter Watts

Age: 29

Period of Employment at CYE: September 2010 -September 2012

Job Role: Activity Staff

My Time at CYE: My time at CYE has challenged me in many different ways and has helped me to develop as a person and as a Christian. During my two years here, I have learnt many skills some that I knew my role would entail such as leadership, teaching and how to sail! However, the centre has also developed other skills that I did not expect such as budgeting, handling community living and gaining managerial experience. The desire of the management to obtain the best out of everyone means that as well as focusing on the activity side, my spiritual input has also been administered to. Throughout my time here, there has always been a great team spirit, and the positive outlook on life of the team has ensured that I have had an epic couple of years. Will definitely be coming back as 'just a volunteer'!!



Contact Details and Further Information

So what happens next?

Firstly, there is a lot to process, so talk to your family, friends and church leaders to help you digest some of the information. It is really important that you pray about this regularly and try to seek Gods guidance as to whether this is something you are being called to do. You are likely to have some questions, so we would encourage you to get in touch with us. We are always very happy to have an informal discussion about the Leadership Training Programme. If you decide to apply, you will need to fill out the attached application form. Take your time over this as it is an important part of us getting to know you. Successful applicants are then invited to an interview which is usually run over a whole day. This is a chance for us to see you in action, get to know you a bit more thoroughly and, most importantly, to give you a real flavour of what life at CYE is truly like. Usually applicants will be given a decision within 5 working days. However, occasionally candidates may be called back for a second interview. Successful applicants are required to have an enhanced DBS check prior to joining the team. Trainee positions start in the September of each year running through until the end of the following August.

You can download an **application form** from our website on the Vacancies page as well as our **guide to raising your staff support** monies.

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