

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 fundraising requested and information on support for this
- **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 details about the application process

We hope you will find the information helpful in answering some of your questions 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. Training kicks off at the end of the season with paddling, covering the BCU 2* syllabus you'll learn all the skills you need to prepare you for the BCU Level 1 Coach Course at the end of November. Paddle training culminates in a trip to Devon to put those new paddling skills into action on some moving water in Dartmoor as well as enjoy some time together as an activity team. 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 across the local area. 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. The New Year brings a shift in focus towards sail training, starting with the basics and progressing through to more advanced skills, we make sure there's plenty of time to hone your skills ahead of the instructor courses in the Spring. 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.

March sees us making our final checks around the site, as 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. The Spring often brings an opportunity for a fundraiser. In the past teams have cycled to Newcastle, walked round the Isle of Wight in 48 hours and climbed peaks in the Lake District. 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).



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. With back-to-back groups from Easter onwards, 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. The impact that a week away can have on a school group is extraordinary and it's a privilege to be involved in the process of teaching young people to work together as well as delivering the Gospel message to them. In this time, you will have the opportunity to work alongside a senior member of the activity team to deliver a school's event. You will learn all about the pre-event admin involved in event leadership as well as running the event itself and debriefing afterwards.

July and August see 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, it's **September** again, staff changeover is here and we do it all again!

The Leadership Training Programme described here is a 1-year programme. In the event of you wanting to complete a second year (and about 50% do) applications and interviews will occur in the Spring. We work closely with those wishing to stay in order to plan a development programme that best suits you and your gifts. A second year will involve a higher level NGB qualification in either sailing or paddling as well as new areas of responsibility and opportunities to further skills already acquired. Event leadership is a key part of the second-year programme and those who stay on are trained to deliver CYE events to a high standard.

A 2-year Leadership Training Programme is also available now which combines the two packages. So, if you are prepared for a longer-term commitment to CYE now, please contact the office for the 2-year Leadership Training pack which outlines all that's involved.





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 |
| General Safety | 1 Day First Aid | 1 |
| | RYA 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

CYE is funded partly by the fees of those who come, and partly through the gifts of a wide network of donors. Every year, our supporters raise over £100,000 towards our running costs – which is incredible! We couldn't do this mission without them!

We ask all our new trainees to help increase this network of supporters through their own connections. It's a unique moment, before you get started, to build a supporter base for the charity from your friends, family and church connections who will be invested in your trainee year right alongside you.

Our suggested fundraising target is £2,500. Many trainees achieve this or more, some find it harder. Some of our longest serving donors started out supporting CYE having heard about our ministry via a trainee! Whatever your situation and whatever the result, your place at CYE is not dependent on raising money – but you may be surprised how your personal touch gets others interested in CYE's mission.

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

| | |
|---|---------------|
| Church mission fund: | £200 |
| Sponsored event: | £700 |
| Standing orders over a 12 month period: 3 x £25 per mth = £900 (or 6 x 12.50pm) | |
| Odd jobs and lump sum gifts | £200 |
| Charitable Trust Fund | £500 |
| TOTAL | £2,500 |

Once you have a place, we will send you more fundraising information and suggestions – e.g. information about how to use Stewardship – which is the giving platform that we use. We will also set you up with a fundraising mentor to support you. Remember, while we ask you to aim for £3,000, however far you get with your fundraising, your place will not be dependent on you reaching this target.

What does CYE provide?

- 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 Programme.
- 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.

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 v19*

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.



SPIRITUAL INPUT

What CYE will input:

Morning Thoughts

Every morning we have a whole team meeting. We go through the business for the day: details about the group that is visiting, who's doing what and 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 3 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 off site 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.



A space for your growth

Aside from all of the organised discipleship activities CYE provides a space for your personal growth throughout the time you're with us. Opportunities to ask other team members about something that's on your mind over coffee, impromptu moments of prayer and worship together, and just being around supportive people in a supportive environment all cheering you on in your developing relationship with God. Your time at CYE is an opportunity to grow in a 'greenhouse' environment which you'll never experience in quite the same way in your life again – grab it with both hands!

QUOTE UNQUOTE ...

The CYE Trainee Activity Leader programme has been developed to give you a taste of the Outdoor Industry, working with young people and... but at its heart; it's all about developing you. Which is why we're committed training and discipling you so that when you leave CYE you're equipped for whatever you choose next. But don't just take our word for it, see what some of the people who've been there and done it have to say.



Name: Barney Woods

Age: 23

Currently: 3rd year student at London School of Theology

Period of Employment at CYE: Sept 2019 to August 2022 (with an 'I couldn't stay away month in July 2023).

In Barney's words: Right, here's the sales pitch, you get to live with people who become some of your best mates for a whole year! Dreamy stuff I know, but it gets better! Not only that but CYE will change your life. It changed mine. Even after 4 months or so I'd go home and people noticed a massive change (for the better to clarify,ahaha). I was more mature, but I also took myself less seriously, a great combo. This is in part thanks to CYE but wholly thanks to the fact I was growing in my relationship with God every day I was living in community with other Christians. Jesus made my time at a great centre into an even greater, life transforming experience! Now, if that hasn't convinced you, let me put it this way: Every year trainees and ex-staff always share stories that start 'in my year' – it's constant. 'In my year this..' 'in my year...that'. And this just goes to show that every year there are great stories guaranteed to be made.



Name: Molly Goldsmith

Age: 21

Current Job: studying primary teaching at university

Period of employment at CYE: September 2020- September 2021

In Molly's words: My year at CYE helped me to become the person I am today. I went through and overcame many challenges and learned loads of new skills that I have been able to use in my time at university! I was able to develop skills and leadership responsibilities while developing and pressing in to my relationship with God. I really learned what it was like to live in community in the on-site house, we went through highs and lows together, had so many laughs and adventures. It was so much fun, we became a forever family! It's so important to take this year to jump right in to any opportunities you are given and make the most of it! I made so many amazing memories from my year at CYE, it taught me to have such a positive outlook on life! I grew so much in my confidence, skills and also I'm my faith with God.



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 and try to seek God's 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 application form which you can find on our website. 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.

Christian Youth Enterprises Sailing Centre

Chidham Lane

Chichester

West Sussex

PO18 8TE

Email: jobs@cye.org.uk

Tel: 01243 573375