



SO YOU'RE THINKING ABOUT YMAP...

Now What?

The Two YMAP Models

JOB SHADOWING

Model #1: Job Shadowing

This model is for apprentices who have been identified as having gifts and a potential interest in pursuing a call in youth ministry. The program will work with the individual to help them discern their calling, and develop the skills and knowledge needed to work in youth ministry. If they discern a call, the hope is that they will find employment in the Diocese in the area of Youth Ministry after the apprenticeship is finished.

This is a 10hr a week paid position running from October to June in which the apprentice works with a youth ministry mentor in the parish, observing and participating in their ministry, as well as participating in personalized learning goals, doing assigned readings and attending required conferences and events with a YMAP Coordinator.

If it is deemed appropriate, at the end of this year the YMAP Coordinator will connect the apprentice to potential youth ministry positions in the Diocese of Toronto. If, for whatever reason, this is not possible, the individual is asked to continue, in some capacity to engage at the local parish level for at least a year after the program has been completed.

This model is important as we are finding that more and more churches are realizing the importance of youth ministry, but are unable to find candidates. Our hope is that as we mentor up leaders in youth ministry these positions will be able to be filled with competent, gifted and faithful youth leaders knowledgeable about the Anglican context.

Next Steps

1. Identify your model: Job Shadowing or Parish Partnership?
2. Consider if your parish is a good fit for YMAP?
3. Do you have a candidate in your parish you want to raise up, or will you have to hire outside?

READ ON FOR MORE DETAILS



The Two YMAP Models

PARISH PARTNERSHIP

This model is meant for parishes looking to start a youth ministry program, or to increase what is already happening around youth ministry within their parish. Many parishes are unable to afford experienced youth workers, and therefore hire people who are keen, but who are overwhelmed because of lack of training and/or support. Another reoccurring theme is that churches hire individuals unfamiliar with the Anglican context. These individuals bring many skills and unique perspectives, but often struggle adapting on their own to the new context.

In this model the parish hires, or works with the apprenticeship program to hire, a youth worker. Between October and June the Apprenticeship program will pay for half of the youth workers salary up to 10hrs a week. This means that a parish can employ a 20hr a week youth worker, but for the first 9 months only pay for 10hrs.

In the time paid for by the apprenticeship program, the youth worker will be expected to meet with the Apprenticeship Coordinator, do assigned readings and tasks, and attend required conferences and events. The training will be focused around there job in the parish.

The expectation is that in June, if everything has gone well, the parish will take on the hours that the Apprenticeship program is paying for so that the ministry, and the youth workers job, will be able to continue uninterrupted.

This model both assists parishes in making youth ministry feasible in their church while offering those hired someone they can journey with, ask questions of and assist in navigating the complicated first year of youth ministry.

Is your parish a good fit?

1. For the parish partnership model you need to be ready to invest time, resources, and money into building up youth ministry after the YMAP year
2. For Job Shadowing, you need to have someone in your parish who is in charge of the youth ministry portfolio that can take on an apprentice and devote time to mentoring them. You also need to have to youth ministry work for the apprentice to engage in.





The Timeline

WHEN IT ALL HAPPENS

- Winter/Spring- get in touch with YMAP Coordinators to discuss the possibility of your church participating in the program
- Spring/Summer - start advertising your position and interviewing candidates
- September - do all the paperwork and receive the funds from the diocese. (Churches receive a lump sum the fund YMAP for the 8 months, and are responsible for putting their apprentice on the payroll and paying out their salary over the year).
- October - Program starts (and runs until June 30th)
- July - If you are in the parish partnership model - hire your YMAPPER onto your team. If you are in the job shadowing model - write your YMAPPER a great reference so that they can continue to serve wherever God is leading them!

We are looking forward to connecting with you about the possibility of YMAP at your church.

Please be in touch - you can contact the YMAP Co- Coordinators at the following emails:

Rose St. Thomas (she/they)
rosalindestthomas@gmail.com

Cormac Culkeen (they/he):
culkeen.cormac@gmail.com

What YMAP cannot do

1. YMAP will not find a candidate for you. We can suggest and connect you with possible apprentices but the church is responsible for finding and hiring each YMAPPER.

You know the needs of your parish!
It has been our experience that Parishes are better able to find a suitable candidate for their church than any outside Coordinator could!

