

YMCA Ireland Summary of Christian Emphasis Policy

Background to YMCA Ireland's Christian Emphasis Policy

YMCA Ireland's Christian Emphasis policy has been developed against the backdrop of the following "Foundational Documents"

- Paris Basis
- Kampala Principles
- YMCA Ireland's Cross-Denominational Statement

Our Christian emphasis policy

The following are the key elements of YMCA Ireland's Christian Emphasis policy:

1. YMCA Ireland is committed to a Christian social action model which attempts to show Christ's love in practical ways to young people in need in our local communities
2. YMCA Ireland is committed to building a faith community which celebrates the diversity of Christian experience among its volunteers and staff
3. YMCA Ireland seeks to apply Christian values to all aspects of its work
4. YMCA Ireland views the Christian faith as a journey which involves others

Implications for Management Committees

In order to ensure that the Christian Emphasis is reflected in the organisation's practice the "management group" plays a key role.

1. Members of management committees must be in full agreement with the Christian Emphasis policy of the organisation
2. Members of management committees must seek to ensure that staff/volunteers involved in delivery of programmes understand the organisation's Christian Emphasis policy
3. Members of management committees must seek to ensure that programmes reflect the organisation's Christian values
4. Members of management committees are encouraged to support YMCA work through prayer

Implications for Staff

Certain posts within the organisation are deemed as being central or core to ensuring that the

Christian emphasis policy is reflected in practice.

The post-holders in these positions have a key role in ensuring that our Christian Emphasis Policy is applied by

1. Showing an understanding of the Christian social action model as a basis for their work
2. Showing an understanding of the worth of each person as being made in God's image
3. Being able to apply Christian values to the design and operation of programmes
4. Supporting the idea of faith as a journey where people have different faith experiences
5. Being able to answer faith questions of other staff/young people
6. Showing the importance of prayer in underpinning their work
7. Being open to the need for ongoing reflection/growth in their own faith journey

Other staff in the organisation are expected to

1. Respect the Christian social action model as the basis for the organisation's work
2. Respect the application of Christian values to all aspects the work of the YMCA
3. Have opportunities to reflect on their own faith journey

Implications for our users

1. All YMCA programmes and services should operate within an inclusive Christian ethos and actively welcome people from all backgrounds, traditions and faiths and of none.
2. Each programme should be encouraged to reflect on how the Christian Emphasis policy of the YMCA is made transparent and communicated to its users.
3. Any formal attempts to explore the Christian faith with young people must be done in a sensitive and appropriate manner depending on the age, length of involvement etc of the user and in recognition of good practice guidelines.